Town of Eastham

Annual Report 2013

Our Cover:

"Eastham History on Wheels"

Courtesy of:

Windmill Weekend Committee 2013

REPORTS

of the

TOWN OFFICERS

of the

TOWN OF EASTHAM

for the year

2013

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TOWN OF EASTHAM

INCORPORATED IN 1651 **Population 2013 Town Census 5,106**

ELECTED OFFICIALS

SENATORS IN CONGRESS

Edward Markey	2014
Elizabeth Warren	2018

REPRESENTATIVES IN CONGRESS – Tenth Congressional District

William Keating	2014

STATE SENATOR – Cape and Islands District

Daniel Wolf	2014

REPRESENTATIVES IN GENERAL COURT – Cape and Islands District

Sarah Peake	2014

COUNTY COMMISSIONERS

William Doherty, Chair	2014
Mary Pat Flynn, Vice-Chair	2013
Sheila Lyons, Commissioner	2013

BARNSTABLE COUNTY ASSEMBLY OF DELEGATES

Teresa Martin	2014

MODERATOR

David Schropfer	2014

BOARD OF SELECTMEN

Linda S. Burt, Chair	2014
Aimee J. Eckman, Chair	2014
Martin F. McDonald, Clerk	2015
Wallace F. Adams II	2016
John F. Knight, Vice-Chair	2016

TREASURER/COLLECTOR

Joan M. Plante	2014

TOWN CLERK

Lillian Lamperti	2014

LIBRARY TRUSTEES

David Payor, Chair	2015
Norma P. Marcellino	2016
Mary Shaw	2014
Edmond Harnett	2014
Sharon Krause	2016

HOUSING AUTHORITY

Edward Brookshire, Governor's Appointee, Chair	2016
Bernard Kaplan	2016
Ruth Katzman	2014
James McMakin	2013
Elizabeth Simmons	2017

ELEMENTARY SCHOOL COMMITTEE

Ann Crozier	2016
Sean Fleming	2016
Laura Freeman	2014
Joanne Irish	2014
Mary Louise Sette	2015

NAUSET REGIONAL SCHOOL COMMITTEE

Sarah Blackwell	2015
Edward Brookshire	2016

APPOINTED OFFICIALS

AFFORDABLE HOUSING TRUST

William Burt, Chair	2014
John F. Knight	2014
James McMakin	2015
Eileen Morgan	2015
Rev. Matthew Wissell	2015

ANIMAL ADVISORY COMMITTEE

Joanne Baldauf	2015
Martin Haspel, Chair	2016
Kerry Ann Reid, Vice-Chair	2014

BARNSTABLE COUNTY HOME CONSORTIUM ADVISORY COUNCIL

Bernie Kaplan	2014

BARNSTABLE COUNTY HUMAN RIGHTS COMMITTEE

Position vacant	INDEF.

BOARD OF ASSESSORS

Joanna Buffington, Alternate	2014
Doreen Cahill	2014
Maureen Fagan, Vice Chair	2015
Alfred Sette, Chair	2014

BOARD OF CEMETERY COMMISIONERS

Robert Carlson	2015
Susanne Fischer	2013
Edmond Harnett, Chair	2014
Roger Thurston, Clerk	2016

BOARD OF HEALTH

Dr. James Z. Taylor, Chair	2015
Ellen Lariviere, Vice-Chair	2013
Dr. Martin Haspel	2016
Beverly Knox	2013
Dr. Joanna Buffington	2015
Glenn Olson	2016

BOARD OF HIGHWAY SURVEYORS

Linda S. Burt, Vice-Chair	2014
Aimee J. Eckman,	2014
Martin F. McDonald,	2015
Wallace F. Adams II , Clerk	2016
John F. Knight, Chair	2016

1651 FOREST ADVISORY COMMITTEE

Steven Gulrich, Chair	2014
Steven LaBranche	2014
Jeffrey Putnam	2013

BOARD OF REGISTRARS

Maureen Andujar	2014
Audrey Bohannon	2014
Veronica Brocklebank, Chair	2015
Ann Crozier	2014
Susanne Fischer	2014
Lillian Lamperti	Indef.
Ellen Lariviere	2014
Cathy Thomas	2014
Linda Van Nest	2014

BIKEWAYS COMMITTEE

Andrea Aldana	2015
Sherida Cocchiola	2016
David Crary	2015
Michael Fontanarosa	2015
Michael Harnett	2015
Mary Beth O'Shea	2015
Paul Schofield, Chair	2015

CAPE & VINEYARD ELECTRIC UTILITY COOPERATIVE

Joseph Bayne	INDEF.

CAPE COD COMMISSION

Joyce Brookshire	2015

CAPE COD COMMISSION: REGIONAL BIKEWAYS AND PEDESTRIAN COMMITTEE

Neil Andres	INDEF.

CAPE COD NATIONAL SEASHORE ADVISORY COMMITTEE

Edward Sabin	2013

CAPE COD REGIONAL TECHNICAL HIGH SCHOOL

Glenn Olson	2016
Bernard Richardson	2014

CAPE COD REGIONAL TRANSPORTATION COMMISSION

Sheila Vanderhoef	INDEF.

CAPE LIGHT COMPACT

Fred Fenlon	2014

COMMUNITY PRESERVATION COMMITTEE

Edward Brookshire	2013
Josiah Holden Camp, Jr.	2015
Edmund Casarella	2014
Robert M. Finlay	2013
Linda Haspel	2016
Eileen Morgan	2016
Robert Mumford, Chair	2014
Judith Poulin	2015
Lisa Panaccione	2016
Peter Wade	2015

CONSERVATION COMMISSION

Vivien Cook	2013
Michael Harnett	2015
Linda Haspel	2016
Steven LaBranche	2014
Fred Rollinson	2014
Stephen Smith, Chair	2015
Mary Zdanowicz	2015

COUNCIL ON AGING

Elizabeth Beard	2015
Lucile Cashin	2013
Carol DiBona	2016
Thomas Hawko, Chair	2014
Dolores Higgins	2016
Malvina Kerkes	2013
Margaret Lynn	2015
Theresa McApline	2015
Pauline McGaughey	2014
Marjorie Sturm	2014
Mary Sullivan	2015
Stephanie Whalen	2016

CULTURAL COUNCIL

Margaret Alexander	2013
Anthony Cantore	2014
Brian LaValley, Chair	2016
Kathleen Masterson	2014
Johanna Schneider	2014
Felice Coral	2015
Elizabeth Putnam	2015
Ginger Kimler	2016
Stanley Holt	2015

FINANCE COMMITTEE

Russ French, Chair	2016
William Krum, Vice-Chair	2016
Brian Eastman, Clerk	2015
Susan Beyle	2015
Judith Cannon	2014
Steven Cole	2016
John Knox	2015
Fred Guidi	2014

HISTORICAL COMMISSION

J. Holden Camp, Jr., Chair	2015
Kathryn Sette	2015
Joan Sullivan	2014
Leon Verrone	2016
Frank Crozier	2014
Elizabeth Sandler	2015
Marie Forjan	2015

HUMAN SERVICES ADVISORY BOARD

R. Gordon Major	2014
Dylis Smith	2014
Susan Canavari	2014
Judy Izikewicz	2015
Carl Lipton	2016
Elaine Lipton, Chair	2015
Margaret Phillips	2016

OLD TOWN CENTRE HISTORIC DISTRICT COMMISSION

Katherine Alpert	2015
Jane Fischer, Chair	2015
Gail O'Keefe-Edsen	2015
Kathryn Sette, Co-Chair	2013
Leon Verrone	2014
Sherida Cocchiola, Alternate	2015
Peter McDonald, Alternate	2013

OPEN SPACE COMMITTEE

Frank Dobek, Chair	2013
Robert Cook	2015
Carl Steven Gulrich	2014
Stephen Smith	2015
Peter Wade	2015
Robert M. Jacovino	2015
Robert Gurney, Chair	2015

PLANNING BOARD

Michael Cole	2013
Craig Nightingale	2014
Daniel Coppelman, Chair	2015
Lisa Panaccione	2016
Mark Stahl	2014
Leon Verrone, Alternate	2014
Robert Smith	2016
Dwight Woodson	2015
Richard Dill, Alternate	2014
Arthur Autorino, Alternate	2015

PUBLIC ACCESS COMMITTEE

Asa Decker, Jr.	2014
Frank DeFelice	2015
Lori Hovenstine, Chair	2014
Jeanette L. Marcucci	2016
Eileen Morgan	2015

RECREATION COMMISSION

Frank Dobek	2013
Edward Jordan	2016
Robert A. LaBranche, Jr.	2015
Edmund Casserella, Chair	2014

RECYCLING COMMITTEE

Lian Smith, Chair	2016
Rosyln Diamond	2015
Andrea Aldana	2015
Fred W. Guidi	2015
Joyce Ikonnikow	2016

SEARCH COMMITTEE

Judith Cannon	2013
Jessica Dill	2014
Robert Smith, Chair	2015
Barbara Stahl	2014
Gloria Schropfer	2016
Steven Cole	2013
Dilys Jones Smith	2015

VISITORS TOURISM & PROMOTION SERVICES BOARD

Prudence Kerry, Chair	2016
Jorie Fleming	2013
Bonnie Nuendel	2015
Alfred Sette	2014
Barbara Stahl	2014

WATER MANAGEMENT COMMITTEE

Adele Blong	2014
Marcel Boelitz	2015
Roger Dumas	2015
Janet Sisterson	2016
Mike Guzowski	2014
Charles Harris, Chair	2015
William Nugent	2015
Edward Sedlock	2014
Karl Weiss, Vice-Chair	2013

ZONING BOARD OF APPEALS

Richard Dill	2013
Peter Doolittle, Alternate	2014
George Reinhart	2015
Edward Schneiderhan	2015
Robert Sheldon, Chair	2016
John Zazzaro, Clerk	2014
Joanne Verlinden	2016

RESIGNATIONS 2013

James Alexander	Cultural Council
Donald Andersen	Planning Board
Cheryl Bryan	Library Director
Roger Dumas	Animal Advisory Committee
Malvina Kerkes	Council on Aging
Janice Kubiac	Barnstable County Human Rights Commission
Christine LaBranche	Recreation Commission
Teresa Martin	Finance Committee
Mary Sedlock	Human Rersources Advisory Board
Barbara Stahl	Visitors Tourism & Promotion Services Board

BOARD OF SELECTMEN

Fiscal year 2013-2014 has been a busy year for the Board of Selectmen and we look forward to the coming year with many important issues to be considered.

Municipal water was again presented to the Annual Town Meeting and despite a reversal of the 2012 vote, the article failed by a mere 7 votes. Continued expansion of the dioxane plume from the landfill area, general degradation of individual wells around town, and the loss of a home from fire show the need to again come forward with a municipal water system to provide for the health, safety, and financial concerns of our citizenry.

Library construction will be going forward with a groundbreaking event in the very near future.

Eastham's Affordable Housing Trust continues to progress toward providing both affordable home purchases and rentals. Many thanks to the Community Preservation Committee for their considerations and financial support.

The Tri-Town Septic Facility was granted an extension to continue operation through December 2016. This added time will afford the opportunity to consider renovation and upgrading rather than demolition.

The need for dredging of Rock Harbor is very apparent and discussions with Orleans center on the financial responsibility for the project which total costs have escalated to an expected amount nearing $1,700,000.

Ground was broken for the installation of a system of solar panels at the Transfer Station in the Fall of 2013.

This fiscal year sees the retirement of three valued employees. Glenn Olsen has retired as our Fire Chief, Frank Defelice retired as our Building Inspector, and Lillian Lamperti, after so many years as our loyal and valued Town Clerk has decided not to run for re-election. They will all be missed and go forward with our best wishes and thanks for their years of service.

We welcome and congratulate Mark Foley on his selection as our new Fire Chief.

It has been an eventful year for Eastham and the Board takes this opportunity to recognize and thank those who maintain the high level of functioning throughout the year. Sheila Vanderhoef, Town Administrator, works diligently to keep our finances under control while securing for us an "AAA" Bond Rating. We continue to receive the highest quality of service from our employees throughout Town Departments.

We recognize and applaud the countless volunteers who give of themselves to serve on committees which enable Eastham to function so well at the level which it does.

Respectfully,

John F. Knight, Chairman

BOARD OF ASSESSORS

The Town of Eastham completed the Fiscal Year 2014 Triennial Revaluation as required by the State to achieve full and fair cash value assessments and was the first in the state to receive final certification from the Department of Revenue. The median value of a single-family home as of the January 1, 2013 assessment date was approximately $382,250 compared to $386,450 the previous year. Utilizing those medians and the respective fiscal year's tax rates, the tax bill for the median single-family property rose $159.88 or 6.34%, from $2,523.52 ($386,450 x $6.53 per $1,000) to $2,683.40 ($382,250 x $7.02 per $1,000).

The Town of Eastham had 6,360 taxable real estate parcels and 2,826 taxable personal property accounts as of January 1, 2013. The total taxable valuation of $2,642,790,450 decreased by $37,700,910 (1.4%) from January 1, 2012 to January 1, 2013. As of the January 1, 2013 assessment date there were 11 properties in the proximity of the landfill that were being provided with bottled drinking water due to well test results for 1,4-Dioxane exceeding acceptable limits. Until sales evidence is available to determine any real estate market impact on those properties, land values for those 11 properties were reduced by 10%. Offsetting a portion of the valuation decrease was a $15,937,240 increase due to New Growth resulting from subdivisions, new construction, and new personal property accounts.

The Board of Selectmen held a public hearing on August 19, 2013 to determine the percentages of the tax levy to be borne by each class of property for FY'14. The Board voted to adopt a single tax rate for all classes of property. The FY'14 tax rate is $7.02 per $1,000 of valuation and was the first in the state to be certified by the Department of Revenue on August 15, 2013. The FY'14 tax bills were mailed on August 30, 2013.

The Board of Assessors acted on 124 tax exemption applications for FY'14 in the following categories: 72 for veterans, 5 for the blind, 44 for the elderly, 1 hardship, 1 paraplegic, and 1 for surviving spouse of a police officer killed in the line of duty. The total tax exempted was $89,231.30. There were a total of 20 applications for real estate abatements for FY'14 which is less than 1% of the 6,360 taxable real estate parcels, and 4 applications for personal property abatements which is less than 1% of the 2,826 taxable personal property accounts.

The Assessing Department continued the on-going 10-year cyclical inspection of properties as required by the State Department of Revenue as well as recollected the data for all properties with active building permits or sold during the past year. The Board appreciates the continuing cooperation of all property owners in allowing access to their properties for the purpose of maintaining accurate property information.

The Assessing department handled a large volume of requests for assistance and information. The Board appreciates the professionalism and competence demonstrated by the staff, Gail McAleer, Deputy Assessor; Cindy Nicholson, Assistant to the Assessor; Bruce Cabral, Data Collector/Field Appraiser, and Janet Gyurits, Part-Time Assessors Clerk. They served the public by maintaining a high level of accuracy with critical data which insures credible and fair assessments. The Board also thanks the Board of Selectmen and the taxpayers for their support and understanding of the tax assessment process.

Respectfully submitted,

Alfred J. Sette, Jr., Chairman

TAX RATE RECAPITULATION
FISCAL YEAR 2014

I. TAX RATE SUMMARY

Ia.	Total amount to be raised (from IIE)	$26,127,894.96
Ib.	Total estimated receipts and other revenue sources (from IIIE)	7,575,506.00
Ic.	Tax levy (IA minus IB)	18,552,388.96
Id.	Distribution of Tax Rates and levies	

Is this a recertification year? Y (Enter Y or N)

Classified ( ) Unclassified (X) (Enter X)

(a) CLASS	(b) LEVY PERCENTAGE (from LA-5)	(c) IC above times each percent in column (b)	(d) VALUATION by CLASS (from LA-5)	(e) TAX RATES (c)/(d) x 1000	(f) LEVY by CLASS (d) x (e)/1000
Residential	95.9765%	17,805,933.59	2,536,458,084	7.02	17,805,935.75
Open Space	0.000%	0.00	0		0
Commercial	2.7788%	515,533.78	73,438,386	7.02	515,537.47
Industrial	0.2904%	53,876.14	7,674,100	7.02	53,872.18
SUBTOTAL	99.0457%	—	2,617,570,570		18,375,345.40
Personal	.9543%	177,045.45	25,219,880	7.02	177,043.56
TOTAL	100.0000%	—	2,642,790,450		18,552,388.96

Board of Assessors of Eastham 08/19/2013 (508) 240-5900

Alfred J. Sette, Jr.
Maureen Fagan
Doreen Cahill
Joanna Buffington - Alternate

Reviewed by:	Jared Curtis		FY14 Growth	$ 104,070.00
Date:	08/19/2013		FY14 Levy Limit	18,556,284.00
Tax Rate(s)	I.	7.02	FY14 Base	26,127,894.96
	II.	7.02	FY14 Estimated	
	III.-V.	7.02	Receipts	7,575,506.00
			FY14 Overlay	170,860.96

Approved: Gerard D. Perry, Director of Accounts — 08/20/2013 Date

EASTHAM AFFORDABLE HOUSING TRUST

The Eastham Affordable Housing Trust was established in May 2008, through a Town Meeting Vote as authorized by the Municipal Affordable Housing Trust Fund Bill, Chapter 491 of the Acts of 2004 (MGL c. 44 Sec 55C); and the first Trust members were appointed in 2009. The purpose of the Trust is to provide for the creation and preservation of affordable housing in Eastham for the benefit of low and moderate income households.

In 2013, Trust members, working through their agent, Alice Boyd of Bailey Boyd Associates, Inc., continued to work on the implementation of recommendations contained in the 2010 Eastham Housing Production Plan. This work included the purchase of three additional properties that will be used as affordable year round rental units. These purchases and a forth unit, which was under contract at the time of this report, were made possible through Community Preservation Funding administered by Eastham's Community Preservation Committee. One of the units yet to be constructed will be handicapped accessible and these two properties will have 'seniors' preference to help address the need for affordable senior housing. Presently there is no type of sponsored affordable senior housing in the town of Eastham. Occupancy of the four units will take place in 2014, with the unit under construction scheduled for completion by June 15th. These additional four properties will add to the two units purchased in 2012; thus creating six affordable year-round rentals within the last two years.

The Trust also continued with its support and implementation of a three-year rental assistance/subsidy program. Eleven qualified families are presently benefiting from the program, which provides a rental subsidy to their landlords according to individual family needs. The subsidy assistance from the Eastham Affordable Housing Trust is administered by the Harwich Ecumenical Council for the Homeless, Inc., and it includes a finance mentoring component, directed by the Homeless Prevention Council of Orleans to help these families make the transition from the need for subsidy assistance to self-reliance.

Members of the Trust usually meet the first Tuesday or Wednesday of each month and we continue to pursue both traditional and innovative methods to provide for affordable housing in Eastham.

The Eastham Affordable Housing Trust and Bailey Boyd Associates Inc. would like to thank the Eastham Board of Selectmen, the Town Administrator, the Finance Committee, the Community Preservation Committee, the Eastham Housing Authority, the Community Development Partnership, the Harwich Ecumenical Council for the Homeless, the Homeless Prevention Council, and the residents of Eastham for their assistance and support, as we work to address Eastham's affordable housing needs.

Respectfully Submitted,

William Burt, Trustee and Chairman
John Knight, Trustee – Selectmen's Representative
Reverend Matthew Wissell, Trustee
James McMakin, Trustee
Eileen Morgan, Trustee

ANIMAL ADVISORY COMMITTEE

The Animal Advisory Committee (AAC) was established to serve as a resource for the Board of Selectmen and the Town of Eastham on matters relating to animals. The AAC is comprised of individuals with experience in dog training, animal behavior and animal welfare. The Committee works closely with the Eastham Police Department, particularly with the Animal Control Officer (ACO).

Two members of the committee met with Chief Edward V. Kulhawik and Town Administrator Sheila Vanderhoef in mid-January concerning an upcoming hearing before the Board of Selectmen regarding a dog on dog attack. The committee was asked to make recommendations to the Board of Selectmen prior to a formal hearing. As a first step, two members of the AAC performed a site visit to view the containment situation, observe the behavior of the dog and to interview the owners. The ACO met with the AAC and summarized the initial incident report and updated the Committee on additions to the initial police report. Areas of differences of opinion were noted when the AAC met separately with each of the involved parties and discussed concerns, remedies and possible solutions for avoiding further interactions. The chair consulted with Dr. Nicholas Dodman, Director of the Animal Behavior Clinic at Tufts Cummings School of Veterinary Medicine, for a suggested course of action for this case. A comprehensive report, including the recommendations of the AAC, was submitted to the Board of Selectmen in early February. At the request of the complainant, the scheduled hearing was postponed. The chair was present at the hearing, rescheduled to May 20, to provide testimony and answer questions. The Board of Selectmen adopted the AAC's recommendations that included a request for veterinary work-up of the offending dog, including a test of thyroid function. The AAC was directed by the Board of Selectmen to evaluate compliance and to report back at a subsequent hearing. The chair discussed the results of the veterinary exam and tests with the treating veterinarian as well as with Dr. Dodman. Two members of the AAC met with the ACO on site to evaluate the upgrade to the fence and other changes to increase the containment and reduce the visual stimulation of the offending dog. A second report was provided to the Board of Selectmen in advance of the July 1 follow-up hearing. The Board of the Selectmen determined that compliance had been achieved and that the matter was now closed.

Mr. Roger Dumas tendered his resignation in early July.

The officers of the AAC were elected as follows:
Chair: Dr. Martin Haspel
Vice-chair: Kerry Ann Reid
Clerk: Joanne Baldauf

At their December 4 meeting, the Board of Selectmen decided to reduce the membership of the AAC from five to three members.

BIKEWAYS COMMITTEE

We had nine meetings held at the town hall for 2013. We continue to emphasize safe cycling on the Cape Cod Rail Trail (CCRT) and our town roadways. We sponsored our third annual Eastham Waterways Bike Tour in May. The group started their trip at First Encounter Beach and biked five miles to Nauset Light Beach with excellent cooperation from our Police Department. We also sponsored our fourth annual bicycle maintenance program. This was held at the town hall and was run by Idle Times. This was provided at no cost to the committee or the town. If Idle Times is willing we would like to provide this educational service in 2014.

We continue to work closely with the Police Chief to raise awareness and perhaps to find a solution to the hazards of the bike tunnel under Route 6. Since this tunnel is controlled by CCRT we can only bring it to their attention and continue to provide possible remedies to this issue which has resulted in many, very serious accidents over the years. We continue to request for the State of Massachusetts Department of Conservation and Recreation to make the tunnel safety a priority.

The committee continues to attend meetings and events sponsored by and for the regional biking group in order to stay current with biking laws and events in Massachusetts. Some issues on the table at this time include continuing the bike trail from its current end in Wellfleet to connect to Provincetown. In addition there have been and will continue to be efforts to make the local bussing services cycle friendly so that these participants can bring their bicycles to various destinations on the Cape.

At this time we have been consulted in an ongoing program conducted by the state and influenced by the town to improve and add the necessary signs with the intent to make people aware of where access points are to the bike trail to aid the traveler and hopefully increase bicycle use on the Cape.

Respectfully submitted,

Paul Schofield, Chair

BUILDING DEPARTMENT

In Calendar Year 2013, we issued 522 building permits, of which 13 were for new homes, and 174 Certificates of Occupancy were issued. Building permit fee receipts totaled $97,741.00.

Respectfully submitted,

Thomas Wingard
Inspector of Buildings

PLUMBING AND GAS INSPECTOR

For the calendar year 2013, 266 plumbing permits and 358 gas permits were issued. 387 plumbing inspections and 524 gas inspections were conducted. Total receipts were $45,775.00.

Respectfully submitted,

Scott Van Ryswood
Plumbing and Gas Inspector

REPORT OF THE WIRING INSPECTOR

During the Calendar Year 2013, the following inspections were made:

Temporary	4
Service	78
Rough	149
Final	235
Other	182
Fire	0
Advisory	68
Code	45
Total Inspections	761

Total Receipts turned in by the Wiring Inspector was **$38,900.00**

Respectfully submitted,

Wallace Adams
Wiring Inspector

CAPE COD COMMISSION

The Cape Cod Commission is the regional land use planning, economic development, and regulatory agency created in 1990 to serve the citizens and 15 towns of Barnstable County, Massachusetts. The Commission's mission is "to keep this special place special," and the agency strives to achieve technical excellence, environmental protection balanced with economic progress, and regional consensus. The Commission pursued the following **regional priorities** for Fiscal Year 2013 (July 1, 2012 to June 30, 2013):

1. Wastewater Management – Related to this priority, this year the Commission prepared an initial Regional Wastewater Management Plan to serve as a framework and a set of tools to help begin identifying several water quality solutions for each watershed across the Cape. The Commission also prepared a guidance document for the agency's regulatory review of local Comprehensive Wastewater Management Plans (CWMPs), conducted a Cape-wide buildout analysis to support local and regional planning, developed the Watershed MVP application for technical experts and municipalities to explore various potential management scenarios, developed a "green infrastructure" siting tool as a companion to the Watershed MVP, and pursued pilot projects to better understand green approaches to treating wastewater and stormwater. In January 2013, the Commonwealth of Massachusetts directed the Cape Cod Commission to prepare an update to the 1978 Area-wide Water Quality Management Plan for Cape Cod, a requirement under Section 208 of the federal Clean Water Act. The Commission subsequently developed a Program Work Plan for the 208 Update and has embarked on that work plan. The work plan has an ambitious set of tasks to complete within three years, the bulk of which is to be completed in FY2014. The Commission and its consultants are tackling the technical analyses, planning, financial, and public participation requirements for the 208 Update simultaneously. Stakeholders are engaged in the program's policy, affordability, financing, planning, and implementation issues, and in watershed- or basin-specific issues, needs assessments, evaluation of alternatives, and evaluation of costs. The overall goal is to identify the most cost-effective, appropriately scaled and phased solutions on a watershed-by-watershed basis, focusing on the most severely impaired waters and the most easily and affordably implemented solutions while maximizing the use of existing infrastructure.

2. Strategic Information Office – Related to this priority, this year the Commission helped establish a governance committee. The Smarter Government Steering Committee then executed a data-sharing agreement with Cape towns to collaborate on opportunities for digital regionalization and recommend potential regional solutions for services and products that increase governmental efficiency and decrease costs to taxpayers. One example activity is the development of an "ePermitting, Licensing, and Inspection System" that is under development now. When fully implemented, the online system will allow Cape Cod municipalities to issue and monitor permits, licenses, and inspections, with a web-based portal for citizens and contractors. The system uses a common technology infrastructure and software that can be adopted regionally but tailored to each town.

3. Community Design Services – Related to this priority, this year the Commission managed a number of complex planning projects for which the staff provided community design services to Cape municipalities. Design services can focus on land use, streetscape, roadway, development patterns, transportation alternatives

such as bicycle and pedestrian amenities, stormwater management, sustainable landscape design, and more. Design services are frequently integrated through Regional Economic Strategy Executive Team (RESET) assistance projects, which offer a multi-faceted, multi-disciplined approach to community and economic development planning.

4. Economic Development – Related to this priority, the Commission continued to pursue the implementation of priority projects that were identified in the Five-year (2009-2014) Comprehensive Economic Development Strategy (CEDS). This year the focus was on wastewater management planning in economic centers; continuation of the SmarterCape Initiative to promote the use of technology infrastructure that helps the region's economy evolve from service-based to knowledge-based; and initial work on a comprehensive Cape Cod Canal area transportation study, which includes considering major congestion, safety, and community/economic issues associated with the bridges and the rotaries.

5. Regional Consensus – Related to this priority, the Commission coordinated a number of ongoing planning and policy-making endeavors striving to achieve consensus across the region. In addition to the activities mentioned above, the Commission embarked on a consensus-building update to the Joint Land Use Study (JLUS) for the Massachusetts Military Reservation and surrounding communities. The US Department of Defense-funded planning process between the military installation and the communities of Bourne, Falmouth, Mashpee, and Sandwich aims to ensure that future community growth and development is consistent with the military training and operational missions and to help reduce the impacts of military operations on the adjacent land. The Commission also continued to help Cape communities prepare Multi-Hazard Mitigation Plans for FEMA certification and potential future funding.

In addition to the Cape-wide regional services and programs that the Cape Cod Commission pursues each year (the highlights mentioned above), each of the 15 municipalities in Barnstable County receives direct assistance from the Commission that is tailored to that community's specific needs. **Some highlights of Cape Cod Commission activities specific to the Town of Eastham during Fiscal Year 2013 follow.**

Planning, Community Development, and Technical Services

PLANNING

- The Commission's planning staff supported the town's work toward recertification of its Local Comprehensive Plan (LCP).
- The planning staff continues to provide technical assistance to the town on zoning issues, particularly for the North Eastham area.

PLANNING AND TRANSPORTATION

- The Commission's planning and transportation staff continue to support the work of Outer Cape towns and the Cape Cod National Seashore to improve bicycle and pedestrian amenities in the area. Pending funding, the National Seashore is working to correct hazards and to redesign and overhaul the Nauset Bike Trail from the Salt Pond Visitor Center to Coast Guard Beach. In addition, the National Seashore plans to install a self-activated warning beacon, signage, and a crosswalk at the intersection of Nauset Trail and Ocean View/Cable roads and at the Route 6/Governor Prence Road intersection.

TRANSPORTATION

- The Commission's transportation staff conducted annual summer traffic counts in Eastham, including automatic traffic recorders (ATRs) and turning movement counts (TMCs). Traffic data are available online: www.capecodcommission.org/departments/technicalservices/transportation/counts

  Roadway segments and intersections in Eastham included Route 6 at the Eastham/Wellfleet town line, south of Hemenway Road, north of Kingsbury Beach Road, north of the Orleans/Eastham Rotary, and south of Samoset Road; the north and south ends of Nauset Road east of Route 6; Old Orchard Road south of Glacier Hills Road; Samoset Road west of Route 6; and West Road at the Eastham/Wellfleet town line.

AFFORDABLE HOUSING

- The Eastham Affordable Housing Trust filled one new accessory apartment unit via a lottery through the Commission's Regional Ready Renters program. (Online: www.capecodcommission.org/departments/planning/housing/renters)

WATER RESOURCES

- The Commission's water staff supported the town in its analysis of options for drinking water and in its work to protect and restore the water quality of freshwater ponds.
- The Commission's water staff conducted the annual Pond and Lake Stewardship (PALS) freshwater ponds water-quality sampling snapshot for Bridge, Depot, Great, Herring, Jemima, Little Depot, Minister, Molls, Muddy, Schoolhouse, and Widow Harding ponds.

GEOGRAPHIC INFORMATION SYSTEM (GIS)

- The Commission's GIS staff supported all of the above as necessary, and provided draft maps of wildfire hazard areas and regional vulnerability assessment to municipal staff for review and update of the local Multi-Hazard Mitigation Plan.

REGULATORY ACTIVITIES

OTHER REGULATORY ASSISTANCE

- The Commission provided technical comments to the Massachusetts Environmental Policy Act (MEPA) office on an Environmental Notification Form for the proposed Beach Association Stairway project. Comment letter sent 3/5/13.

For more information about the Cape Cod Commission, visit the web site: www.capecodcommission.org

CAPE COD REGIONAL TECHNICAL HIGH SCHOOL DISTRICT

Cape Cod Regional Technical High School (CCRTHS) was established in 1973 as a public technical high school and provides an opportunity to acquire high quality technical, academic, and social skills preparing students for success in our changing world. The CCRTHS district draws students from 12 towns extending from Mashpee to Provincetown. For school year 2012-2013, we had 656 students enrolled in 17 different technical programs and with an operating budget of $13,138,859. The town of Eastham had 14 students enrolled on October 1, 2012.

The assessment for Eastham in FY13 was $282,806.

Technical Areas of Study

Auto Collision Technology	Dental Assisting	Health Technology
Auto Technology	Early Childhood	Horticulture
Carpentry	Electrical	Information Technology
Cosmetology	Engineering	Marine Services
Culinary Arts	Graphic Arts	Plumbing
Heating, Ventilation, and Air Conditioning		Welding

Highlights from Cape Cod Tech 2012-2013 School Year

- Graduated 157 seniors in June 2013.
- CCRTHS students meet the same academic standards required by the state for all of the sending schools.
- 38% of the graduating class (41 students) received John and Abigail Adams Scholarships.
- The Social Studies Department, in coordination with the Principal, has developed a U.S. History Advanced Placement Course to be implemented next academic year.
- Students were offered the first Advanced Placement course in English at CCRTHS.
- CCRTHS received a STEM Grant to introduce biomedical classes.
- A new record of 43 members of the National Technical Honor Society graduated in 2013.
- Prepared students for success in college and careers by participating in school wide literacy practices which included choosing a trade-related book for summer reading.
- Improved community relations by servicing the public in our shops at the school.
- Broadened the professional skills of staff to provide effective leadership, instruction, and support services that foster student success by participating in a variety of training and classes.

- SkillsUSA State level competitions results: one student received a gold medal in Diesel Equipment and will be competing in the national competition; six students won silver medals in Marine Service Technology, Prepared Speech, Employment Application, and Career Pathways Arts and Communication; three students won bronze medals in Marine Service Technology, Career Pathways Natural Resources, and Career Pathways Arts and Communication.; one student won Best of Show in TECHSPO – Metal Fabrication and Welding, and is going to the nationals; one student selected as a National Voting Delegate.
- SkillsUSA District level competitions results: three students received gold medals in Diesel Equipment, Dental Assisting, and Marine Service Technology; three students received silver medals in HVACR, Computer Maintenance, and Marine Service Technology; three students won bronze medals in Dental Assisting, Commercial Baking and Marine Service Technology.
- Massachusetts 2013 FFA State Convention results: two students won first place for Power, Structural and Technical Systems Division IV, Agri-Science Fair; four students won third place Team for Nursery, Landscape Career Development Event; one student won third place for Environmental Services/Natural Resource Systems Division II, Agri-Science Fair; two students won FFA Chapter second place for Chapter Exhibit; one student received State Convention Courtesy Recognition.
- In the Cosmetology Department, eight seniors earned 1000 hours and were eligible to take the state board exam. All eight students passed the exam.
- The Auto Collision Department increased Co-op opportunities with local employers.
- At the Mass Auto Dealers competition, one of our students won first place.
- The Carpentry department was very involved with the addition on the Crosby Mansion in the town of Brewster.
- Culinary Arts provided the food service for the Cape Cod Chamber of Commerce Home and Garden Show as a shop fundraiser for the newly established Jean Gage Memorial Scholarship.
- All seniors in Dental Assisting participated in a 5-week internship alongside staff in local dental offices. We continue to receive very positive feedback about the students in this program.
- The Early Childhood Education Department received commendations for the shop program during the NEASC process. The ECE shop also finalized an articulation agreement with Cape Cod Community College at the end of the 2012 school year.
- The entire curriculum in the Electrical Department has been digitized so students can access it on the web either by Moodle or Google Notes. The wiring methods shop area has been rebuilt and redesigned to accommodate the increased number of students and to better serve their needs.
- CCRTHS received health site approval for CNA Program by the Department of Public Health.

- The Horticulture Department received accolades for landscaping the Cape Cod Museum of Art. Other community organizations Horticulture served were Barnstable Senior Center, Harwich Family Pantry, Harwich Historical Society, Camp Lyndon YMCA, Harwich Garden Club, and Orleans Conservation Trust.
- Information Technologies did a community service learning project by building a web site for the Town of Harwich – harwichfarmersmarket.org.
- The Plumbing /Heating Department was commended for starting the Tri-Tech Consortium.
- Seventy-four students did Co-op Internships.
- The Health Education Department continued work with community agencies as partners in the health classroom. Independence House educator worked with at-risk students and the Sheriff's Department and Harwich Police Department have presented in the classroom.

Please encourage students to take advantage of the opportunities our public technical school provides at CCRTHS. Visit our website: www.capetech.us for more information.

Respectfully submitted,

Bernard Richardson, Eastham School Committee Representative to CCRTHS
Glenn Olson, Eastham School Committee Representative to CCRTHS

CAPE LIGHT COMPACT

"Cape Light Compact has worked hard at stabilizing electric rates for Cape Cod and Martha's Vineyard residents and businesses." – Fred Fenlon

Cape Light Compact is an intergovernmental organization consisting of the 21 towns and 2 counties on Cape Cod and Martha's Vineyard. The Compact's mission is to serve our 200,000 customers through the delivery of proven energy efficiency programs, effective consumer advocacy, competitive electricity supply and green power options.

POWER SUPPLY

Many of the same factors that influenced New England's electricity prices in 2012 persisted in 2013. Most notably, the price of natural gas remained the most important driver of electricity prices, as the fuel used to produce more than half of the region's electricity. While New England's consumption of natural gas continues to increase, both for generating electricity and for heating, as gas displaces oil, 2013 has not seen any new pipeline capacity into the region. As a result, despite relatively low and stable prices for natural gas in other parts of the country, the gas transmission bottleneck into New England has continued to push our prices up.

So, what's being planned to help relieve this constraint? First, ISO New England, the organization charged with operating the region's electrical grid, introduced a "Winter Reliability Program." During particularly cold periods of winter 2012/2013, there were periods when, because of the increased use of natural gas for heating, dual-fuel generators, or facilities that can burn natural gas or oil to generate electricity, were called on to produce electricity with oil, because of natural gas shortages. Unfortunately, many of these facilities did not have enough oil on site to operate when called upon, simply because of the substantial cost of carrying a large oil inventory. The Winter Reliability Program will pay these dual-fuelled units to stock up on oil, so they can operate if called upon. In theory, this should help the region avoid a shortage of natural gas during cold snaps in the 2013/2014 winter.

Over the long term, most are looking to new or expanded natural gas pipelines into New England as the solution. There are challenges here too however, and the region's largest pipeline may not be expanded until the end of 2016. As a result, power supply prices in the first half of 2014 will increase substantially. We expect these prices to come down somewhat in the second half of 2014, but are not likely to fall below eight cents per kWh.

In 2013, Cape Light Compact provided energy to residents and businesses in accordance with a competitive electricity supply contract negotiated by the Compact with ConEdison *Solutions*. As of the most recent count, the Compact had 4,711 electric accounts in the Town of Eastham on its energy supply. Customers have a choice as to which power supplier they wish to engage, and are able to opt out of, and return to, the Compact's supply at any time with no charge. The Compact encourages customers to participate in competitive electric markets, and to be well informed consumers.

CONSUMER ADVOCACY

Since 1997, Cape Light Compact has advocated for the ratepayers of Cape Cod and Martha's Vineyard at the local, state and federal level. This consumer advocacy

has saved customers over $142 million and the Compact is currently fighting to prevent an additional $20 million rate increase to residential customers.

ENERGY EFFICIENCY

Jan – Oct 2013	# of Participants	Customer Savings	kWh Saved	Rebates/Incentives Paid to Customers
Low Income	37	$8,783.20	43,916	$73,420.74
Residential	315	$45,375.80	226,879	$327,901.54
Commercial	9	$12,642.80	63,214	$19,768.45
Total	***361***	***$66,801.80***	***334,009***	***$421,090.73***

Funding for the energy efficiency programs (i.e. energy audits for homes and businesses, rebates on the purchase of energy efficient appliances and energy education in our schools) comes from a monthly customer "energy conservation" charge ($0.0025 cents multiplied by the number of kilowatt hours used during the month) that appears on each customer's electric bill.

Other Cape Light Compact Efforts Include:

- 2 ENERGY STAR® qualified homes were built in the Town of Eastham.
- Eastham Elementary School was once again recognized as the State and National Elementary School of the Year Level Finalist by the National Energy Education Development Program (NEED). As the Compact's energy education partner, NEED is affiliated with the Department of Energy and the National Energy Information Service in Washington D.C. Our award winners had a busy year to accomplish this recognition that included performing an Energy Music Rock Performance for their school, organized and conducted an Energy Carnival for their entire school community, and were invited to put on an Energy Carnival for Truro Central School! This fall, they conducted energy education activities at the Martha's Vineyard Living Local Fall Festival. All of these efforts were under the leadership of science teacher and Cape Light Compact lead teacher, Maggie Brown. Energy Education is an ongoing subject at EES and it is among one of the top schools statewide in energy literacy.

Eastham Elementary School Energy Club

BOARD OF CEMETERY COMMISSIONERS

The current Eastham Board of Cemetery Commissioners was established in June of 2004. Responsibilities include Cove Burying Ground and Bridge Road Cemetery. Both of these cemeteries are in the National Register of Historic Places. Cove might have been in use as early as 1660.

There are six nineteenth and twentieth-century monuments in Cove to commemorate early settlers who died in the 1600's, including three Mayflower passengers. These are the only Mayflower passenger gravesites on Cape Cod.

Original gravestones in Cove date from 1706 to 1770. These include the oldest gravestone displaying a winged head (Marcy Freeman 1711) on Cape Cod and the oldest fieldstone gravestone (Benjamin Paine 1716) on Cape Cod. Bridge Road gravestones date from 1754 to 1886 with one twentieth-century stone. Bridge Road clearly shows the changes in gravestone styles during that period.

The Cemetery Commission continued to clean all gravestones, reset smaller stones and make minor stone repairs. Most stones require annual treatment with appropriate algaecide to retard lichen growth. All materials used are approved by the Association for Gravestone Studies and are used by professional conservators.

Flowers were planted at Cove. Invasive plants on the borders of both cemeteries were kept under control. The Department of Public Works maintained the cemeteries in very good condition with regular mowing and trimming and special preparations prior to tours. The DPW cleared trees and brush from one half acre at the west border of Bridge Road Cemetery improving the appearance of the cemetery.

Visitors to Cove and Bridge Road continue to number more than 1,000 annually. In July three buses arrived with 144 members of the Doane Family Association. They were divided into groups and several tours were given of both cemeteries. The visitors were very impressed with the condition of our stones and there was much discussion of cleaning and maintenance of stones. Cemetery tours were conducted for the Eastham Historical Society and Orleans Lifetime Learning. Commercial tour buses now stop frequently at Cove.

The Eastham Historical Society has available for sale surveys and maps for both Cove and Bridge Road. The Cemetery Commission has further documented all gravestones in these cemeteries. This information is available in the Eastham Library and on the web site www.capecodgravestones.com.

Respectfully submitted,

Edmond Harnett, Chair
Susanne Fischer
Robert Carlson

COMMUNITY PRESERVATION COMMITTEE

The Community Preservation Committee (CPC) was established by vote of the December 2004 Special Town Meeting in order to adopt the provisions of the Massachusetts Community Preservation Act (CPA), MGL Chapter 44B. The CPA is funded by a three percent property tax surcharge and a state reimbursement from Registry of Deeds revenue. Funds are used to support open space, historic preservation, affordable housing and recreational projects in the town of Eastham.

Funds not expended in a given year are available for future projects. For the fiscal year ending June 30, 2013, CPA tax revenues were $516,564 and the state reimbursement was $181,059. As of December 31, 2013, the encumbered balance for projects approved by Town Meeting was $249,276 and there was approximately $2,200,000 available for additional projects.

Projects that were approved at the May 2013 Annual Town Meeting included:

- Funds to acquire real estate for conversion to deed restricted affordable rental units ($659,950)
- Treatment of Great Pond to improve water quality ($220,000)
- Purchase of flexible mats to improve handicapped access to the beach area at Bee's River ($25,000)
- Trail improvements, benches and other amenities for passive recreation on town property off Sandy Meadow Way ($20,000)
- Purchase and installation of climate control equipment to preserve historical town records ($18,424)

The CPA Committee is currently evaluating several projects in the four areas eligible for funding and will make recommendations to Town Meeting in May 2014.

We express sadness at the passing of CPC member Robert Finlay whose perspective is missed. We welcome two new members, Eileen Morgan and Ed Cassarella.

Respectfully submitted,

Robert Mumford, Chair, Member-at-Large
Peter Wade, Vice-Chair, Open Space Rep.
Judith Poulin, Clerk, Member-at-Large
Edward Brookshire, Eastham Housing Authority Rep.
Eileen Morgan, Affordable Housing Trust Rep.
Josiah Holden Camp, Jr., Historical Commission Rep.
Edmund Casarella, Recreation Commission Rep.
Linda Haspel, Conservation Commission Rep.
Lisa Panaccione, Planning Board Rep.

CONSERVATION COMMISSION

The Conservation Commission continued to protect the Town's natural resources, open spaces, and wetlands during 2013. In a effort to administer the Wetlands Protection Act, the Commission issued 56 Orders of Conditions regulating work within a Wetland Resource or within the 100 foot wetland buffer zone. It is an important reminder that wetlands protection is as important as ever, providing protection from storm surge, filtering and providing the high quality of drinking water in our wells. Wetlands also support fish in our herring runs and ponds, they provide habitat for food sources for the birds and animals that make Eastham a unique place to live.

The winter storm of 2013 (Nemo) caused damage along Cape Cod Bay, undercutting staircases and increased erosion, for which emergency DEP permits were issued. With the help of the Town DPW, beaches and parking lots were put back together, with special attention paid to Thumpertown and South Sunken Meadow and they assisted to oversee another successful season of the beach sand nourishment program.

We thank all of the residents whom diligently keep an eye on our natural resources and to those whom have given us input over the past year. We will continue to provide understanding and, hopefully, inspire stewardship of our natural resources.

The duties and responsibilities of a Conservation Commission are spelled out in the Conservation Commission Act (MGL Chapter 40, section SC). Under this Act the Conservation Commission is the official commission specifically charged with the protection of a community's natural resources. The seven member Conservation Commission is appointed by the Board of Selectmen for three year overlapping terms. There are currently no openings on the commission.

Respectfully submitted,

Stephen Smith, Chairman

EASTHAM COUNCIL ON AGING
(AKA) EASTHAM SENIOR CENTER

The Senior Center offers many programs and classes that make it a very busy place. Classes are offered in crafts, needlepoint, aerobics, chair exercise, yoga, T'ai Chi, Parkinson's exercise, and Humanities (book discussion group). There is also bridge and Mah Jongg. The first and third Friday morning programs offer a variety of topics: music, drama, films, speakers, and intergenerational activities. The Computer Center is open to anyone who would like to use the computers or connect to the Internet. Instructional classes are available when a group is interested.

Transportation to medical appointments is provided by our four dedicated drivers, Thomas Hawko, George Civita, Janet Oviatt, and Paul Langlois. The drivers' salaries are paid through a combination of Formula Grant money from the Commonwealth and the "Friends" (FECOA). There is also a shopping van to Orleans on Tuesday mornings for clients who need transportation. This is driven by Robert Gardner, a volunteer. We also have twelve additional volunteer drivers who are utilized when needed.

Sandra Szedlak, Director, and Dorothy Burritt, Secretary, coordinate all the activities at the Center. Our staff members are available to provide medical insurance counseling, as well as assistance with filing tax abatements, fuel assistance, and other applications for entitlement programs. They are also advocates for you - please seek their advice when you have something that you do not understand. Our bimonthly newsletter, *Windmill Whisperings*, is mailed to over 2300 households. Tess McAlpine represents the SHINE program at the Center. Cindy Dunham, Outreach Liaison, works closely with those seniors who are homebound and those who are in need of home care services. Through her efforts the following have been established: a Caregivers support group, a yearly Health Fair and other health related programming, as well as Free Friday Flicks.

The Gathering Place (508) 255-6734, a Supportive Day program, operates five days a week in the lower level of the Senior Center. Jillian Benelli, Director, and three other staff members (Martha Downs, Richard Ramon, Glenda Doble) provide instructional activities and one-on-one attention to their clients. Transportation to the program is provided by the Cape Cod Regional Transit Authority (DART) or by individual caregivers. There is a daily fee for this program. Check out their website at www.ccgatheringplace.com.

The Neighborhood Watch program (Triad), sponsored by the Council on Aging, the Police Department, and the Fire Department, has recruited nearly 100 block captains. Dot Reid, Larry and Carol DiBona have an office location at the Senior Center – their long term goal is to have the entire community covered by this program. A telephone tree has been established to quickly notify residents during an emergency. Informational meetings are held quarterly (March, June, September, December) on the first Tuesday of the month. All are welcome.

The FECOA provides additional financial assistance to the Senior Center and its programs whenever the Board of Directors of the COA makes a request. The Thrift Shop at Oak and Massasoit Roads is their major source of revenue. The Senior Center is a better place because of the "Friends" generosity. Please stop in for a visit the next time you go down Nauset Road.

Respectfully submitted,

COA Board of Directors

Thomas Hawko, Chairman
Carol DiBona
Mary Sullivan
Lucile Cashin
Tess McAlpine
Dee Higgins
Elizabeth Beard
Peggy Lynn
Pauline McGaughey
Marjorie Sturm
Stephanie Whalen

EASTHAM CULTURAL COUNCIL (ECC)

The Eastham Cultural Council promotes excellence, access, education, and diversity in the arts, humanities, and sciences, to improve the quality of life for all Eastham residents and contributes to the economic vitality of our community.

The Council pursues this mission through a combination of grants, services, and advocacy for cultural organizations, schools, communities, and artists. With state funding, an annual state partnership grant from the National Endowment from the Arts, and funds from Bank of America, the Eastham Cultural Councils' budget defines our grant capability.

Mission

The mission of the Eastham Cultural Council is to promote excellence, education and diversity in the arts, humanities and interpretive sciences, in order to improve the quality of life for all Eastham residents.

The Council serves as a community catalyst for projects and collaborations that address cultural needs. Working with Eastham municipality the council builds relationships that can be beneficial in many ways including advocating the arts and culture in the community.

Fundraising

The Eastham Cultural Council does annual fundraising to provide additional funds for granting or to support council programming. The Eastham Cultural council raises money to support large-scale community projects that are not dependent on state funds.

Arts Education

Through various programs and partners we serve thousands of children and teens in the arts, humanities and interpretive sciences throughout the town of Eastham and local communities. These programs help kids to perform better academically, develop essential workforce skills and become productive members of our community.

Eastham Municipality

The Eastham Cultural Council is a municipal entity comprised of volunteers appointed by the towns elected officials falling under the guidelines of the Massachusetts Cultural Council.

This year, 2013, the council received Grant monies from the state in the amount of $3870. The Eastham Cultural Council is scheduled to receive $4250 for the awarding of Grants in 2014.

In addition the Cultural Council is working on plans for the 2014 "Hands on the Arts Festival" currently scheduled for Saturday, June 14th and Sunday, June 15th, 2014. Volunteers and new members are always needed and welcomed.

Respectfully,

Brian LaValley, PhD, Chairman

EASTHAM ELEMENTARY SCHOOL

The Eastham Elementary School is the result of Eastham's commitment to its future. The citizens of our magnificent town between the bay and the sea know that the natural beauty that surrounds them is second only to its children. Our teachers are passionate about teaching and learning. They understand that they are entrusted with the care of the minds and hearts of Eastham children. Parents are present as partners in their children's formal education. The whole community continues to support us so that we never have to compromise the quality of our academic and/or social-emotional programs. This report is a snapshot of the outstanding work in which students and teachers are engaged.

In September we welcomed the addition of our Pre-Kindergarten class. Our current enrollment is 215 children: PreK: 22; Kindergarten: 26; First: 38; Second: 25; Third: 25; Fourth 40; Fifth: 39. In the PreK and Kindergartens Tools of the Mind is being fully implemented. Tools of the Mind is an early childhood curriculum that focuses on the development of both cognitive and social-emotional self-regulation embedded with the teaching of academics.

Once again the EES science club won the NEED Award for their outstanding projects in energy conservation. NEED or National Energy Education Development awarded Eastham with the **Massachusetts Elementary School of the Year Award**. Mrs. Maggie Brown and her students went to the Massachusetts State House and to receive their award. STEM subjects address the need for students to acquire knowledge that will lead to the development of skills that will be necessary to career and job training as we move into the 21st century and are fully engaged citizens of the global community. Doing this type of learning in elementary school is vital to building the foundation for these subjects in middle school and high school. Our STEM classroom/lab has become a model for trans-disciplinary teaching and learning in Science, Technology, Engineering and Mathematics. All students in grades K-5 go to the STEM lab for hands-on inquiry based learning that connects to the science lessons that are presented in their regular classrooms. Classroom teachers accompany their students to the STEM lab and work with the Science teacher, Mrs. Maggie Brown, to support student learning and to increase their own professional knowledge. With the support of the school committee and the community the STEM classroom continues to grow into a hub of learning across math, science, and technology. This year Mrs. Brown is collaborating with Molly Driscoll, our Art educator to incorporate principles of design and creativity into STEM.

Using existing resources and professional staff a math coach was added to support the continuous improvement of math teaching and learning. The collaboration of Maggie Brown, our science educator and Tracey Deegan, former math instructional specialist and current fourth grade teacher, has made it possible for these master teachers to slightly change roles one day a week. Mrs. Brown focuses on the full integration of STEM disciplines and literacy with Mrs. Deegan's fourth graders. Mrs. Deegan works with grade level teams in grades K-5 to design and review math lessons to assure that the 8 mathematical practices as articulated in the Common Core standards are being effectively addressed at every grade. The shift in math instruction as seen in the Common Core Standards calls for the effective integration of basic math skills with the ability to think mathematically.

English and Language Arts continues to be supported by a variety of high level resources including Imagine It! a traditional reading textbook, core books that

represent outstanding children's literature. All teachers at EES have participated in high level professional development in the effective teaching of the three types of writing: narrative, persuasive, and expository. All professional educators know that no specific, scripted program is the curriculum but rather a resource to be used in teaching the curriculum standards. Again, through the commitment of the Eastham School Committee and the Town of Eastham, teachers have access to a wealth of instructional materials and resources that extend learning tasks for students who excel while providing appropriate materials for students who are reluctant readers.

The arts continue to be the heartbeat of the school. Students participate in band and chorus. The school is a canvas for the beautiful and joyful art that is created by each student. Again this year teachers have volunteered to lead a drama club after school. Students will perform two plays before June.

Our school library is the hub in the wheel of teaching and learning. Our collection continues to grow and our librarian is, of course, a key member of our learning community. Children know the library is another safe and caring learning place in their school. In the computer lab, the librarian/technology teacher facilitates children's learning that technology can be a powerful tool in their journey to gain new skills and knowledge. This year we purchased IXL a program that children use in the lab and at home to support math learning and monitors individual progress to mastery of math skills. SMARTBOARDS are now in seven classrooms and more than 30 Ipads are being used to facilitate learning in several classrooms. Currently we have purchase more technology tools through the 2014 capital budget and by the end of this school year we anticipate having two more classrooms with Smart Boards and, replacement of obsolete computers and several more Ipads for the primary grades. Through effective partnership of the Town manager, Police chief and school, several security cameras, video connections between EES and the Eastham Police Department, and replacement of all internal door locks will be completed in January 2014.

Responsive Classroom is a program at EES that enhances students' social and emotional learning and it continues to be the philosophical basis for how we interact with one another and take on responsibility for our own conduct.

During the summer of 2013 many teachers participated in a variety of high quality professional development workshops and courses. Teachers also worked on curriculum committees at the district level. Eastham teachers are fully engaged in their own professional development and demonstrate their passion for teaching and learning through their continuous commitment to their professional growth and development. This is another vital area where our School Committee and Town show their commitment to their children by retaining and supporting exemplary professional educators.

One of the many gifts to the Eastham Elementary School is the parents. Eastham parents are extraordinarily generous with their time and support of everything we do. Parent volunteers assist in classrooms, at all special in-school events and anytime extra hands are needed. Open House is truly a community event when all families come to school to celebrate the start of another year. EES's after school enrichment program, KABOOM! continues to grow.

Respectfully submitted,

Scotti Finnegan, Principal
Eastham Elementary School

EASTHAM ELEMENTARY SCHOOL COMMITTEE

The collective commitment of the Eastham Elementary School as a professional learning community is to ensure that every child attains academic proficiency and full social and personal potential. This is the goal that our committee strives to enhance through sound fiscal budgeting, and the integration of our community resources, both people and places.

In December of this year, due to the tragedy in Newtown, CT, our thoughts turned to the safety of our children during the school day. Working closely with our police force, our security has been upgraded, and will be finished in the start of the 2014 school year.

Again this year, Mrs. Maggie Brown's 4th grade energy club was awarded the state title as a School of the Year by the National Energy Education Development . As part of the award ceremony, the students presented their project in Boston.

This year also started our participation in the planning for the establishment of the Common Core program. This program is being started in order to level the educational experiences for all children in our country. Each school district will identify its own goals that will fulfill the necessary of this program.

Kaboom, our after school program, which offers many varied enrichment topics, continues to be well attended. Our community members should be recognized for all of their efforts in helping this well attended program to blossom!

Committee members participated once again in the Massachusetts Association of School Committees Annual Conference where we learned of the trends that were happening in education at both the national and state levels. Through maintaining a dialogue with our association members and our stake holders, we believe we will continue to serve the students of our Town to the best of our ability.

Respectfully submitted,

Ann Crozier, Chair
Laura Freeman
Amy Handel
Joanne Irish
Mary Lou Sette

FINANCE COMMITTEE

The Finance Committee meets regularly throughout the year with additional meetings during the first quarter of the calendar year when the town and school budgets are being reviewed. Our meeting format allows any committee member and/or taxpayer the opportunity to question or discuss financial or budgetary issues. Prior to the printing of the Town Meeting Warrant, we review the articles for financial impact and make recommendations on all warrant articles for voter consideration.

Individual member of the Finance Committee may act as liaisons to various departments and committees to keep abreast of ongoing projects and their possible financial impacts to the town.

Respectfully submitted,

Russ French, Chair

FIRE DEPARTMENT

The Eastham Fire Department would first like to express our sincere thanks and gratitude to Chief Glenn Olson. The Chief retired from the department this past October, after serving the fire service for over thirty years. As Chief, Glenn developed the staff and resources to deliver the effective, efficient service that we enjoy today. Our best wishes to the Chief and his family.

The seventeen men and women of the department have served the town well over the past year. They continue to perform outstanding acts of courage, kindness and utmost professionalism every day. We receive communications from residents and visitors regularly, praising the good works our staff perform, from highly skilled medical care to our assistance in times of emergency.

We are looking forward to continuing the work of public safety alongside all our Town Departments and partners in the community.

Respectfully submitted,

Chief Mark Foley

DEPARTMENT SUMMARY

1. FIRE	48
2. EMERGENCY MEDICAL SERVICE	1,301
3. HAZARDOUS CONDITIONS	68
4. SERVICE CALLS	111
5. GOOD INTENT	50
6. FALSE ALARM	169
7. OTHER	10
8. INSPECTIONS	143

HARBORMASTER

Once again 2013 proved to be a busy boating season in the Town of Eastham. All slips at Rock Harbor were occupied with annual slipholders and the boat ramp was consistent with daily launches although transient dockage was down this year from previous years. The Rock Harbor waiting list remains lengthy with a total of 121 people on the list waiting to get a slip. The inside list moved four spots this year and two new lucky boat owners obtained a slip this year after being on the list for almost 15 years.

Moorings in the Town of Eastham remained steady in 2013 with a total of 279 being issued in Cape Cod Bay, Town Cove and Nauset Marsh. We had interest this year from commercial lobstermen to moor near the mouth of Nauset Inlet as severe shoaling has been occurring inside Nauset Marsh and Nauset Inlet limiting the amount of time they can spend outside the inlet pulling gear. The department continued to enforce the new "Vessel Storage Regulations" the Town adopted in an attempt to keep the landings clean and remove abandoned boats.

Assistant Harbormasters Peter Carlow and Richard Hilmer were able to take a BOSAR (Boat Operator Search and Rescue) course instructed by the United States Coast Guard Station Chatham and NASBLA (National Association of State Boating Law Administrators) for four days where they were put to the challenge learning how to conduct proper search and rescue techniques as well as proper boat operation.

The department wishes to thank Richard Mugford for his 15 years of dedication as the Town's Wharfinger at Rock Harbor. For 15 years Richard worked to keep the slips at the harbor organized, kept the boat ramp flowing smoothly, organized and enforced parking and assisted the public with daily issues.

We would just like to remind everyone with the increasing popularity with SUP's (Stand up Paddleboards) that unless you are in a surf-zone that a PFD (personal floatation device) is required.

We wish everyone a safe boating season and remember to wear your life jacket.

Respectfully submitted,

Michael J. O'Connor
Harbormaster

EASTHAM BOARD OF HEALTH

The mission of The Eastham Board of Health is to protect, promote, and sustain the Public and Environmental health of the Town of Eastham, guided by Local and State Health Regulations.

This remains a major challenge given that Eastham has no public water system, with most properties overwhelmingly NITROGEN sensitive, having both on site water supply wells and waste water disposal systems, and new homes and renovations continuing at a rapid rate.

During the past year (2013), The BOH, held 12 formal meetings, responding to requests for variances and reviewing numerous septic system proposals. The board continues its attempt to balance the need to protect the potability of our aquifer, while protecting owner's rights to benefit from their property as they wish.

The board conducted 12 Workshops addressing issues germane to its work.

The BOH also supported the following activities carried out by the Eastham Health Department.

- Public Health: Flu Clinics, Health Clinics, Blood Pressure Clinics, Rabies surveillance, Sun Safety Education, Lyme and Tick Disease Education.
- Environmental: Water, Wastewater, Ponds, Landfill.
- Great Pond Alum Treatment 2013.
- Herring Pond Alum Treatment 2012 Post Monitoring.
- Landfill Project: Ongoing investigation with over 300 homes in the study area.
- Windmill Weekend BOH Health Fair.
- Inspections: Housing, Restaurants, Septic Systems, Beach Testing and Pool Inspections.
- Emergency Planning: Develop Emergency Management Plan, Establish Emergency Dispensing Sites, work with volunteers to implement the plan such as Medical Reserve Corp and Neighborhood Watch.
- Municipal Water Forum: Why Water, System Design, Finance and Operation
- Free Nitrate Testing Program.

Respectfully submitted,

Dr. James Taylor, Chair EBOH

BOARD OF HEALTH EASTHAM HEALTH STATISTICS

(Calendar Year 2013)

License/Inspection Type	# of Permits	Total Fee Amount
Septic Installer/Hauler	61	$6,100.00
Refuse Hauler	5	500.00
Motel/Cottage Colony/Inn	22	4,400.00
Food Establishment	52	5,200.00
Milk & Cream	11	550.00
Manufacture Ice Cream	4	200.00
Swimming Pool/Spa	18	1,800.00
Tobacco	8	800.00
Perc Tests	74	7,400.00
Septic Permits	105	10,500.00
Well Permits	67	3,350.00
Variance Requests	21	1,050.00
Certificate of Compliance	37	925.00
Building Permit Review	47	1,175.00
Research/Photo/Review		1,501.00
Final Septic Inspections	87	n/c
Title V Septic Report Review	137	6,850.00
Motel/Cottage Colony Inspections	30	n/c
Food Establishment Inspections	143	n/c
Swimming Pool Inspections	74	n/c
Walk Through Inspections	10	n/c
Rental Inspections:		
- 90 new rental applications forwarded by the Town Clerk	179	n/c
- 76 of those were inspected – 84.40%		
Nitrate Water Quality Monitoring Program:		
- FY 2012 WQMP Nitrate Samples	880	n/c
- FY 2013 WQMP Nitrate Samples (as of 12/5/2012)	501	
Bathing Beach Samples Taken	211	n/c
Septic pumping reminders sent	3349	n/c
TOTAL FEES COLLECTED		**$52,301.00**

Respectively submitted,

Jane Crowley, M.S., R.S.
Eastham Health Agent

EASTHAM HISTORICAL COMMISSION

The Eastham Historical Commission held nine regular meetings during 2013, three meetings with the Massachusetts Historical Society, and conducted one site visit.

Most of this year's Eastham Historical Commission's work centered around the completion of a house inventory survey of Eastham's cottage colonies, and other historic properties along the State Highway (Route 6). Funding for the survey was provided by the Community Preservation Committee (CPC) and a grant from the Massachusetts Historical Commission. The results of the survey will be posted on the town's web site. A hard copy will be placed in the Eastham Public Library by June 2014.

The task of identifying properties that are seventy-five years old or older is an on-going process. The Commission has reviewed several of these properties for which present owners have considered requesting demolition permits. The Commission has approved updating and remodeling of a Greek Revival farm house, and the demolition of a poorly altered historic home whose condition was beyond restoration. The salvageable parts of this house will be used in the new structure.

Lastly the Commission thanks the Town's Administrative Office, and especially Nan Balmer, for all assistance given to complete the House Inventory Survey project.

Respectively submitted,

J. Holden Camp Jr. Chairman

EASTHAM HOUSING AUTHORITY

The Eastham Housing Authority owns and manages twelve duplex units and one single-family dwelling located throughout town. The Authority continues to utilize the management services of the Orleans Housing Authority under contract.

The housing authority is actively searching for suitable housing opportunities and is working with the Eastham Affordable Housing Trust to further that goal. The Housing Authority continues to follow the progress of the Critical Planning Committee for the North Eastham Village Center Concept in regard to the possibility of creating senior and workforce housing.

Respectfully Submitted,

Edward Brookshire
Bernard Kaplan
James McMakin
Liz Simmons
Eastham Housing Authority

HUMAN SERVICES ADVISORY COMMITTEE

The Human Services Advisory Committee has been in service to the Town of Eastham for 22 years. It is comprised of 7 members: Judy Izikewicz, Margaret Phillips, Sue Canavari, Gordon Major, Carl Lipton, Dilys Smith and Elaine Lipton, who serves as Chair.

Our purpose is to act as an advisory board to the Town Administrator and the Board of Selectmen in dispersing funds from an account set up to assist various human service agencies that serve Eastham residents.

The method used is for agencies to submit applications, including their mission, need for assistance, explanation of other funding sources, number of people served and projections for the future. After careful consideration, site visits, director interviews and any other information gathering, the Committee makes recommendations that the Selectmen will take under advisement. If appropriate, our Committee is happy to meet with the selectmen to explain our reasoning. The final determination is made at Town Meeting in May, when the Citizens of Eastham vote on the proposal.

This year we considered fourteen agencies and we are confident all of them deserve our help. The Town of Eastham is fortunate to have dedicated people and programs to serve the needs of all of our residents, young, old, impaired or in need of social, educational or financial assistance. It is the privilege of this Advisory Committee to be a part of this process.

Respectfully submitted,

Elaine Lipton, Chair

LIBRARY

The library continues to serve as an active center for the community, providing reading materials and information in many formats, free internet access, and a website offering news, e-books and music, and language courses which patrons can use from home.

In fiscal year 2013 the focus was on planning for the new library. The first of five payments from the Massachusetts Board of Library Commissioners was received in April, 2013. Matt Oudens and Conrad Ello of the architectural firm Oudens-Ello, and Daniel Pallotta of the planning firm P3 were hired by the Town. A move to temporary quarters is planned for spring, 2014, in anticipation of the construction of the new building which will begin in June.

There were some changes in staffing. Part-time Library Assistant Linda Gloo retired in April. Her position was filled by Freya Hemley in May. Library Director Cheryl Bryan retired in September.

Library Statistics for FY 2013:

Staff: 3 full time, 3 part-time and 1 summer assistant

Hours open per week: 38

Holdings: 78,532 (includes books, audiovisuals, magazines, and newspapers)

Interlibrary loans received: 15,578

Interlibrary loans sent: 15,472

Circulation: 107,894

Library attendance: 66,094

Registered borrowers: 7,732

Borrowers who are Eastham residents: 3,019

Programs: 372

Attendance: 4,435 (This includes 199 children participating in the Summer Reading program.)

Number of Volunteers: 57

Hours donated by volunteers: 8,695

The library hosts a number of community organizations such as French club, knitters' circle, Hospice writing class, poetry workshops, and groups ranging from Shakespeare to Mac computer users.

The library is much enhanced by support from the Friends of the Eastham Library, and our volunteers, who continue to expand services such as book delivery for the homebound.

Respectfully submitted,

Karen MacDonald, Acting Library Director
David Payor, Chair, Board of Library Trustees

NATURAL RESOURCES DEPARTMENT

2013 was a normal winter as far as temperatures and weather. We were able to start our shellfish propagation efforts early again this year by purchasing approximately 25,000 juvenile oysters from Fisher's Island Oyster Farm in New York in April. The Salt Pond River once again saw many limits of oysters harvested by recreational permit holders in November. We received another 300,000 quahog seed from the Barnstable County Cooperative Extension that were raised at Salt Pond and broadcast in the Nauset Estuary in October as well as 28,000 quahogs that were just <1 inch and broadcast in front of the landings in Cape Cod Bay. The Town also participated in the contaminated quahog relay permitted by the MA Division of Marine Fisheries where 500 bushels were purchased and put out in Town Cove and Salt Pond.

Red tide kept Nauset Estuary closed for approximately nine weeks between April and June this year and we saw a reduction in marine mammal strandings from the previous year.

Shellfish permit sales remained steady with a total of 1,837 permits sold. The following is a breakdown:

- Recreational Taxpayer: 819
- Recreational Senior: 533
- Recreational Renter/Guest: 27
- Recreational Non-Resident: 15
- Recreational 1-week: 337
- Commercial: 92
- Senior Commercial: 14

Both the Cole Road and Herring Pond herring runs saw an abundance of herring this year as department staff observed a huge amount of juvenile herring leaving the runs in July and August, more than in past years with the anticipation that these fish will return in a few years to spawn. Both culverts were replaced in the Cole Road herring run making managing the run more pleasant. The moratorium still remains in effect for no taking of herring in the entire state.

Great Pond was treated with Alum this fall to reduce phosphorus loading and algae density and improve the declining water quality. Good results were seen this year in Herring Pond as it was treated with Alum last year.

Many thanks to all the people, town departments, committees, and other agencies that assisted us throughout the year.

Respectively submitted,

Michael J. O'Connor
Senior Natural Resources Officer

NAUSET REGIONAL SCHOOL COMMITTEE

The Nauset Schools continue to be successful because of the support from our communities and the commitment we share for academic excellence. Nauset continues to rank as one of the best districts in Massachusetts and has received several recognitions for academic achievement and excellence. It is my belief that the life blood that runs through these schools is the teachers and the staff of the Nauset Region. My opinion is that the teachers and staff are the main reason our District has done well in the past is doing well in the present and will continue to outperform in the future.

In keeping with the Nauset standards, a big initiative to upgrade Technology throughout the district is taking place and a five year Technology Plan has been created to achieve our goals in making our students' successful as they move through the system and out into the world. Schools have incorporated Smart Boards into their classrooms which has enhanced student learning, a computer science program is being established, Robotics courses continue, and infrastructure at our buildings has been updated to include WIFI. Again, our communities have always supported our initiatives to improve student learning/achievement and we trust our citizens will support this endeavor.

Many capital projects are underway and have been completed. We thank you for your continued support to keep our facilities in good working condition.

We continue to work with our local officials and keep them apprised of what is happening in our schools. Communication has been fluent and in the best interest of our students. Presently, Principal Conrad is working with the Town of Eastham to apply for a CPC grant to repair the tennis courts at Nauset High School for the students as well as for the recreation department in the town of Eastham.

A typical sign of generosity and community spirit is the funds that have been raised for building of a greenhouse at the Middle School. This is a very ambitious project but the community has jumped in to support this wonderful learning lab for our students. Many community organizations and individuals have made substantial donations and have been involved in the planning. Again, just another example of the great communities in which we live.

Nauset Regional Middle School, with the overwhelming support from the community supported the hiring of a school resource officer. The resource officer has proven to be a wonderful presence at the school to assist in prevention of bullying, building security, and is also a confidant and role model for students.

The Nauset High School Music Department received the Highest Overall Program Award in at the National Festival of Music in Atlanta Georgia.

Foreign students from China, France and Belgium are now attending Nauset HS.

The Administration and the Police Chiefs have worked tirelessly in creating a comprehensive security plan for the district and we thank them for efforts in keeping our students safe.

Greg O'Brien, Nauset Regional School Committee member retired from the committee after 18 years of service to the district. Marie Enochty also retired from the Committee after 15 years of service and Jon Porteus is retiring from the Committee after six years of service to our district. We thank these dedicated individuals for keeping the best interests of students in the forefront and promoting excellence in education.

Respectfully submitted,

John O'Reilly, Chair

OPEN SPACE COMMITTEE

The Conservation Land Analysis Project, phase one, was completed by Woods Hole Group. The report has given us a listing of all properties held for conservation use. A second phase has been proposed to identify those additional properties currently designated as open space

An improvement plan for visitors access for the Sandy Meadow property was completed. Trails will be defined with "hardening" of one segment to provide handicap access.. Also benches will be provided at several places for viewing points. Work is expected to be completed by Memorial Day. Our thanks go out to the Public Works Department who will assist the Open Space Committee in completing the project as well as for their help throughout the year.

The Committee would like to thank Bob Cook for leading an informative walk at Upper Boat Meadow/South Eastham Conversation Area on Windmill Weekend.

Our major project this year has been to revise the Open Space and Recreation Plan for the State of Massachusetts, a review that is required every 5 years. Dick Hilmer has joined us as representative for the Towm of Eastham and has been very helpful with this effort.

The Committee would like to express our thanks to Frank Dobek for his leadership and guidance as a member of the Committee since 2006 and as Chairman since 2009. You will be missed, Frank.

Finally, we would like to thank those volunteers who help us throughout the year, keeping our trails open, safe and free of debris.

Respectfully submitted,

Robert Gurney, Chair

PLANNING BOARD

This year the Eastham Planning Board experienced a vibrant year with the passing of the modified Affordable Accessory Apartment By-law and other By-Law amendments that help make the approval process for the homeowners more streamlined and less expensive.

We, however, did experience a great loss with the untimely passing of Michael Cole. Mike served on the Planning Board for almost two decades and his incredible talent will be dearly missed. It is for this reason that I would like to dedicate this report in his memory.

At the May Annual Town Meeting the Eastham residents will be asked to vote on several proposals drafted by your Planning Board. Please review the items and be prepared to cast your vote at the meeting.

For 2013, the Planning Board acted on 24 applications, distributed as follows:

15 Residential Site Plan Approvals
5 Special Permits
1 Approval Not Required Plans
2 Subdivision
1 Withdrawn

In addition to the regularly scheduled meetings, the Board scheduled approximately 20 work sessions to provide sufficient time to formulate the Code changes being presented at the Annual Meeting.

We are fortunate that the Board is comprised of an excellent team of concerned and talented Eastham residents who work to help shape the future of the Town.

Respectfully submitted,

Daniel P. Coppelman, P.E., Chair

POLICE DEPARTMENT

This year the Eastham Police Department welcomed the addition of Officer Greg Plante to its department after serving as a summer officer for our department over four summer seasons. Officer Plante is currently attending the 22 week MPTC Training Academy in Plymouth and will graduate in February of 2014. In December of this year the department bid farewell to Officer Kate Mungovan who proudly served the department for 10 years. Officer Mungovan will soon be known as Trooper Mungovan upon her completion from the Massachusetts State Police Training Academy.

In September of this year we conducted another successful 11 week Citizen Police Academy which was attended by 21 residents of the Eastham community. The Academy provided an opportunity for Officers to share experiences with residents in a setting which allowed for outstanding conversation and in-depth discussions on the police operation in Eastham. This summer we initiated an Eastham Police Facebook page which has provided our "followers" with up to date information relating to incidents and other activities that the department is involved with. Our increase of outreach through Facebook once again emphasizes our commitment to excellent customer service to its residents through increased communication through Social media.

Traffic and traffic related issues continued to be a primary mission for the department and to that end the Eastham Police Department was awarded our *13th American Automobile Association Award signifying* ***no pedestrian fatalities*** *for the 13th year.* We continue to pursue traffic safety grants awarded through the State of Massachusetts Office of Highway Safety. These grants are awarded to pursue drunken driving enforcement, seatbelt use, as well as all other general traffic violations. Grants were also received for improvement of our 911 Communications Center. Through these 911 training and Incentive grants the Dispatch Center continues to see improvements and upgrades including Emergency Medical Dispatch and increased training and career development.

The Eastham Police continue to be active in community outreach programs such as the Neighborhood Watch Program which is a part of "Triad", a coalition of our Eastham Council on aging and Eastham Public Safety (Police & Fire / Rescue). Co-Directors Larry Dibona and Dot Reid along with many volunteers do a wonderful job with this program. To date the community is divided into eight regions with 93 Block Captains. The Block Captains represent over 2,150 residences in town. Volunteers continue to monitor residences and businesses whose street numbers are not up to standard pursuant to our town by-law which mandates they meet a 4" minimum size standard. Please check your numbers to assure they are up to standard. We can only help you if we can find your residence, please help us help you. Neighborhood Watch conducts weekly meetings on Mondays from 9:00 – 12:00 p.m. at the Council on Aging.

Our Animal Control Officer Diana Back is available to address any Animal Control issue including dog violations relating to leash violations, licensing violations and any other dog or animal issues of a nuisance or a vicious nature. Officer Back works with the Animal Advisory Committee to address issues before they become more serious issues for the community. If residents would like additional information about Animal Control issues, they can contact Officer Back at 508-255-0551.

Officer Back continues to be assigned as the School Resource Officer for the Nauset Regional High School with her position funded through the Nauset School District. Officer Back does an outstanding job in working with school officials to deal with police related issues in the schools, provide education on laws, drug awareness and the dangers of alcohol abuse. She also works to create a positive relationship with the young people of the region by forging day to day personal relationships between the Police and the youth by promoting a better understanding of the Police role in the community. In addition she assists with general school safety issues and assists with the organization of the Emergency Lockdown Drills as well as assist School administration with general Emergency Planning. In addition to Officer Back, Sgt. Schnitzer represented our community in chairing the first Nauset School District Emergency Operational Plan Review. Within that role Sgt. Schnitzer took a leadership role in working with representatives from the other communities in the district in reviewing and rewriting our emergency operational plans for the entire district.

Other Community programs include our daily reassurance program to those Eastham Seniors who want daily communication with our department to assure their well being. We also provide Child Safety Seat Installation assistance for proper installation of Child Safety Seats in all vehicles. Officer Josh Adams is specially trained in these installations and will assist any resident with the proper installation of these life saving child seats. He can be reached at our regular number for an appointment.

The department also offers the checking of vacant houses with the program **"Operation Housecheck."** Any resident who is interested in having their vacant home checked by the Police Department may sign up for this service on our website or by calling us at our regular number. This service is typically utilized during the winter off-season when many homes are vacant.

Other services and programs can be acquired through our website @ **eastham-ma.gov** and click on Emergency Services.

I look forward to continuing our committed service to the Town of Eastham in 2014 **"In Partnership with Our Community."**

Respectfully Submitted,

Edward V. Kulhawik
Chief of Police

TOWN REPORT 2013 FOR POLICE DEPARTMENT COMPLAINTS RECEIVED AND/OR INVESTIGATIONS AND SERVICES PROVIDED

Assault	3
Arson	1
Assault/Deadly Weapon	0
Assault/Battery	6
Attempted Burglary	7
Burglary/Force/Non-Force	13
Burglar Alarms	251
Larceny/Forgery/Fraud	93
Larceny/Motor Vehicle	0
Unauthorized Use/MV	0
Identity Theft	5
Counterfeiting/Forgery	0
Vandalism	31
Weapons Violation	0
Sex Offense	5
Narcotics Violation	19
Narcotics Investigation	4
Protective Custody	18
Harassment	20
Trespassing	8
Missing Person	8
Lost/Found Property	116
Town Bylaw Violation	17
Dead Body/Death	6
Suicide	1
Illegal Trash Disposal	13
Warrant	20
Suspicious Incident	289
Civil Dispute	52
Domestic	50
209A Violation	6
209 A Service	40
Abandoned Motor Vehicle	2
Miscellaneous Traffic	96
Hazard	24
Minor Accident	84
Animal Complaint/Investigation	343
Summons Served	39
House Check	641
Business Check	6004
Directed Deterrents	4950
Lock Out	39
Escort	8
Fingerprint Person	13
Noise Complaint	70
Assist Resident	288
Assist to Police Dept	250
Assist Motorist	12

Transportation 37
Message Delivery 47
Assist to Motorist 12
Disabled Motor Vehicle 144
Reassurance Check 182
Well Being Check 151
Hunter Complaint 1
Miscellaneous 151
School Incident 60
School Services 163
Assist Fire Dept. / Rescue 829

MAJOR VEHICLE INCIDENTS

Motor Vehicle Stops 2924
Major Motor Vehicle Crashes Major 114
Motor Vehicle Initiated Arrests 89
OUI 19
MV Complaints 141
Truck Enforcement 3

911 Call Volume 2423

TRAFFIC ENFORCEMENT

Motor Vehicle Warnings 1533
Civil Infractions/Complaints 254

REPORT COPIES/FIREARMS PERMITS

Copies of Reports 211
FID Cards 7
Pistol Permits 199
Machine Gun Permits 1
Dealer Permits 1

PUBLIC ACCESS COMMITTEE OF EASTHAM

The Public Access Committee of Eastham (P.A.C.E.) strove in 2013 to educate citizens of the need for accommodations for the disabled as well as the laws currently in place. Some members are certified state community access monitors who oversee the implementation of these laws when appropriate. The committee updated its brochure of accessible public sites and local businesses that provide access. These are available in regular and large print form throughout the town in strategic locations such as the Visitor's Center, Town Hall, the COA, Library and Post Office as well as several business sites.

Beach attendant training was held at Nauset Light in July by Mark Powers and P.A.C.E. members to familiarize them with the use of beach wheelchairs and the importance of monitoring the use of handicapped parking spaces

With the support of the Town Administrator, a regional information session was held at Town Hall on October 13 with Jeff Dougan, Ass't Director for Community Services at the MA Office on Disability. He presented updates on the laws and answered questions pertinent to Eastham and surrounding towns.

P.A.C.E. presented certificates of appreciation to Mac Gallant, owner of Local Break, for making his restaurant accessible and to Frank DeFelice, the outgoing ADA Coordinator, for his part in making Eastham more aware of the need for compliance with the laws. John Knight was welcomed as liaison from the Board of Selectmen. He has facilitated increased connections with other town committees. His input has been very helpful. There has been assistance from FRIENDS by former members David & Peg Kem and Helen Derman also.

All members of P.A.C.E.: Lori Hovenstine, Chair; Eileen Morgan, Clerk; Jeanette Marcucci, Corresponding Secretary and Asa Decker shared the tasks of the committee throughout the year.

DEPARTMENT OF PUBLIC WORKS

The Department of Public Works is responsible for the maintenance of roads, grounds, beaches and the operation of the transfer station. The DPW provides assistance to Police, Fire, Natural Resources, Building, and other departments when skilled labor, trucks, and heavy equipment are needed.

Projects accomplished by the Public Works Department:

1. Roads: Various roads crack sealed, patched and prepared for resurfacing;
2. Met with developers and engineers for review and approval of various plans and construction;
3. Brushing and reshaping of shoulders on various roads;
4. Maintaining, cleaning, and replenishing sand on all beaches along Cape Cod Bay, maintaining all Town landings and replacement of pavement washed away by storms;
5. Review of Keyspan/National Grid and Verizon Street Opening Permit requests for conformance with regulation;
6. Petition hearings, revisions, and approvals of utility companies' plans and improvements;
7. Inspection of private roads which have been petitioned for acceptance by the Town as public ways;
8. Maintaining and cutting all grassy areas on Town-owned properties;
9. Snowplowing, salting, and sanding of all Town roads;
10. Reviewed subdivisions and site developments for other boards and departments;
11. Restoration of the Bridge Pond Herring run including New culverts at Herring Brook Road and Cole Road, a new fish ladder and storm water improvements on Herring Brook Road;
12. Completed drainage work and chip seal on 5 miles of roads including: Baywood, Beverly, Candlewood, Cooks Brook, Depot, Higgins, Locust, Mill, Oak, Salt Pond, Shurtleff and Weir Roads;
13. Replaced the diesel emergency generator at the Police Department with a natural gas generator.

Current Projects Under Design/Planning/Construction:

1. Dyer Prince Road Culverts
2. Governor Prence Road Culverts
3. Planning for the dredging of rock harbor was started.

Respectfully submitted,

Neil Andres, Superintendent

RECREATION COMMISSION

The Mission Statement of The Town of Eastham Recreation and Beach Department is to provide and promote year-round activities that enhance the quality of life of its participants.

New Recreation Programs, Field Trips and Special Events:

- The New Year started with a Historical Field Trip to Boston! Eastham Rec toured Fenway Park, walked along the Charles River and had lunch at Boston University.
- February and April Vacations 2013 were packed with open gyms, basketball clinics, fishing days, laser tag, ice skating and lunch field trips!
- Summer 2013 kicked off with our 3rd Annual Dinner at Arnold's. Thank you very much to Arnold's for their continued generosity! The summer was then full of new programs and events…junior life guarding, soccer on the flats, early bird fitness on the beach, a clamming day and a bowling night! Summer days were also filled with our popular beach art class and paddle boarding with Pump House Surf Shop! Beach volleyball, beach chess and beach checkers are more popular than ever and continue to serve a wide range of age groups and recreational enthusiasts!
- Our Summer Recreation Program continues to be well-received by the residents of Eastham. The program this year was enhanced through the addition of free lunches and also through the continued support of the Town Crier Motel. Thank you to Judy Cannon for allowing the summer rec children to swim in your pool each week!
- Fall 2013 was full with Friday bike and hike adventures! Weekly we ventured out from Idle Times Bike Shop…thank you very much to Idle Times for tuning our bikes and loaning us bikes and helmets! We broke our own mileage record biking from Dennis to Eastham! We hiked the Pilgrim Monument, walked the cedar swap trails of Marconi Beach and snacked on pastries at PB Boulangerie!

Continual Recreation Programs and Special Events:

K- 6th Basketball	Swim Lessons	Fall Soccer
Middle School Basketball	Swim Team/Meets	Field Hockey
High School Basketball	Summer Basketball	9th Annual Egg Hunt
Adult Basketball	Summer Soccer	8th Annual Duck Race
Winter Tennis	Summer Rec Program	Annual Skate Night
Softball	Jump Rope	Swimming at Willy's
T-Ball	Fishing	Red Sox Tickets

Eastham recreational sports and events would not exist without the help and support of coaches, chaperones, parents, guardians, friends and fans! A special thank you to the participants of our programs, your enthusiasm and sportsmanship does not go unnoticed!

The Recreation Commission meets the second Tuesday of the month at 6:00pm in the Recreation and Beach Building. All meetings are open to the public.

Respectfully submitted,

Edmund Casarella (Chair)
Edward Jordan
Robert LaBranche

RECYCLING COMMITTEE

The year 2013 began with a regrouping of the recycling committee with four new members.

Our first goal was to design and have approved a logo for our committee.

This done, we moved on to the first charge from the BOS, to review and recommend the best choice of PAYT verses sticker only for garbage disposal. We were aided by a representative from the county. The BOS decided to remain with the current system.

In September the committee had an informational booth on the Windmill Weekend green. We also generated a town survey to assist the committee with forming future educational goals.

Presently the committee is working on a flier with Eastham recycling information, and another charge from the BOS, reorganizing the Swap Shop for better efficiency. To help with the later project, the committee has toured neighboring towns' swap shops for an exchange of ideas.

SEARCH COMMITTEE

The Search Committee has the responsibility of organizing interviews for openings in 21 town committees. Applicants are interviewed privately and separately by a Liaison Search Committee Member, the Selectmen Liaison to that committee and the Committee Chairperson. Recommendations in writing are then presented to the Board of Selectmen for appointment(s).

New committee members are appointed for a 3-year term with a limit of 3 terms and maybe reappointed again after one year following their 3rd term. Volunteer Application Forms are available at the Town Hall Front Desk or on line at www.eastham-ma.gov. and can be returned by email or in person to the Town Hall.

There are 148 positions on these town committees and at this writing there were 21 unfilled. In 6/12 to 6/13 there were 34 new appointments made. For a list of openings in town committees please check at the Town Hall Front Desk.

Respectfully submitted,

Robert W. Smith
Search Committee Chairman

1651 FOREST ADVISORY COMMITTEE

In 2013 the Forest Advisory Committee, working together with the Friends of the 1651 Eastham Arboretum and the Natural Resources Department, provided oversight over the continuing Forest Project in Wiley Park, coordinated further removal of an area of invasive species and updated the 1651 Forest Planting Summary and Planting Map.

In the spring, the always-committed Friends successfully planted fifteen Spice Bush (Lindera benzoin) as understory shrubs associated with the nicely growing American Elm just South of the parking area. There was also an autumn planting of fifteen Swamp Azalea (Rhododendron viscosum) along the path adjacent to Great Pond. The Committee wishes to again thank the Friends for all their efforts, which include maintenance sessions for weeding and removing aggressive plants (briars, etc.) to assist the healthy growth of the plantings, a task becoming a greater part of the developing Forest Project.

From late spring into the fall, the Committee organized a group of volunteers to continue the attempt to ultimately remove the large area of invasive Bristly Locust just north of the Wiley parking area. Participants also included members of the Friends, Natural Resources and the Open Space Committee along with a few other hardy citizens and visitors. The tenacity of this plant will likely require several years of repeated similar efforts to limit it's present foothold in this section of the Park.

Natural Resources liaison Officer Mike O'Connor continued to provide very helpful assistance in marking sites for the new plantings, assisting the Friends and updating GPS location information for all specimens.

The Forest Advisory Committee is continuing to update the 1651 Forest Planting Summary and Planting Map. Spring and autumn plantings by the Friends are again planned for the coming year along with maintenance sessions as required.

Respectfully submitted,

Steve Gulrich, Chair

SUPERINTENDENT OF SCHOOLS

Many, many thanks for your strong support of the students and the staff of the Nauset Public Schools. Our elementary students and our middle and high school students continue to perform very well in their academics while also expanding their skills and creativity in the arts, sciences, and technology. Eastham students meet or exceed the standards set by Massachusetts which is recognized as Number One in the nation for student achievement in reading, writing, and mathematics.

In September, Eastham Elementary School (EES) welcomed a new preschool class. In the past Eastham students were transported to Wellfleet or Orleans, but now have a place right in their own home town. This benefits everyone especially when preschoolers transition to Kindergarten. EES has a new STEM classroom (Science Technology Engineering Math) that continues to engage all students in hands-on, inquiry based instruction. Eastham students are 21st century learners and we are replacing obsolete computers in the classroom, purchasing IPADS, and Interactive Smart Boards to enhance the learning environment. Teachers are becoming more technologically literate and are embracing the new technology as powerful tools of teaching and learning.

EES 2013 MCAS scores were again well above the State average and a 2.3% increase compared to 2012. Scores reflected a significant percentage of students scoring in the Advanced and Proficient categories. Eastham Elementary School earned extra credit points in all subject areas for decreasing the percentage of students scoring Warning/Failing by 10% or more. The staff is engaging in data analysis and dialogue to plan and implement strategies to address any areas of the curriculum that need reinforcement.

2013 MCAS scores were also very high at Nauset Middle and Nauset High School. For example, 87% of Grade 7 and Grade 8 students ranked proficient and advanced in reading and writing compared to the State average of 72 and 78 respectively. In Grade 10, 97% of students scored proficient and advanced in English and 90% in mathematics compared to the State average score of 91% and 80% respectively. Of course the MCAS is only one measure of student performance. Our students also excel in advanced placement courses and in art, drama, sports, and music. In fact this year the high school bands and chorus groups won several gold medals at a national competition!

Upgrades in technology continue throughout the District. The Middle School and High School now offer wireless access to the Internet! A new telephone system has been installed at the High School so that communication with parents is optimal. Interactive Smart Boards have been installed and iPad computers deployed in many classrooms at EES and at the Regional Schools. The District's Technology Advisory Subcommittee is drafting a district Technology Plan which will be available to the public in the very near future. It is a very ambitious plan and will need your support, but we feel strongly that Nauset students need these modern tools to compete in the world using technology.

We continue to forge ahead with necessary capital building projects at many of our schools. Replacing major portions of the 30 year old Middle School roof is planned for summer 2014 with 37% of the costs to be paid through a State grant. This will improve the energy efficiency of the exterior envelope and result in a significantly improved learning environment for students and staff.

All of our schools are embarking on the implementation of new curriculum called the Common Core. The emphasis is on enhancing writing skills, expanding reading of non-fiction, and promoting a deeper understanding of mathematical concepts, not just getting the correct answer. Principals and teacher leaders have worked hard to adjust to both what we teach (curriculum content) and how we teach (pedagogy) so learners of all abilities are challenged with a robust and rigorous program of studies. The District is also piloting the use of several software applications to make student assessment data more readily available so staff can adjust teaching to improve student learning.

Safety and security has also been a top priority throughout the District and we continue to collaborate with Eastham's Police Chief to make our schools safe as possible. New school entry procedures and deployment of security cameras have also enhanced school safety. A District-wide Emergency Response Plan has been created so that first responders from all of our towns have access to the same information. This plan will guide staff members of the District with a pro-active direction in school safety practices for crime prevention, population protection and building security.

A true community atmosphere is alive and well in Eastham with generous support from community agencies, local businesses, the Eastham Police, Fire and Recreation Departments, and a group of very dedicated and involved parents. With their help, EES has been able to offer a wonderful after school program and provide enrichment activities throughout the school year.

Our schools are not just for our younger residents. They are for our entire community and as such, I invite you to become involved and support our efforts to provide the best education we can. After all, today's students are tomorrow's leaders who will use their years of education for the betterment of our world.

Please feel free to contact me at any time. My door is always open to you and I invite you to share your thoughts and ideas with me. I am honored and privileged to be your Superintendent of Schools.

Respectfully submitted,

Richard J. Hoffmann, Ed. D.
Superintendent of Schools

TOWN CLERK

April, May and June proved to be exceptionally busy for the Town Clerk's office. A Special State Primary was held on April 30, followed by the Annual Town Meeting on May 6. The Annual Town Election was held on May 21, a Special Town Meeting on June 22 and a Special State Election on June 25. Many thanks to all of the election staff who worked so hard to help ensure that all of these events ran smoothly and efficiently!

The Special State Primary began the electoral process of choosing a successor for Congressional State Senator John Kerry, who had been appointed Secretary of State by President Obama. Twenty-seven percent (1,122) of Eastham's voters turned out for the primary. On June 25, just over 45 percent (1,875) of the town's voters came to the polls, electing Edward Markey to replace Kerry.

Thirty-eight percent or 1,595 of the town's 4,137 voters registered for the Annual Town Election headed to the polls on May 21. Wallace Adams II and John Knight were reelected to the Board of Selectmen in the only contested race.

The Annual Town Meeting on May 6 and the Special Town Meeting on June 22 were held in the Nauset High School Gymnasium to accommodate the large number of voters expected. One thousand, one hundred and nineteen voters attended the May 6 meeting; 1,368 attended the Special Town Meeting. Both meetings were contentious.

The number of registered voters in Eastham reached 4,170 in 2013; the number of town residents was 5,063. There were 23 births, including one home birth, 40 marriages and 87 deaths - the most deaths recorded in one year in the current history of the Town of Eastham.

In addition to processing the town's annual census, parking tickets, rental permits, raffle permits, vital records and business licenses, the clerk's office issued 1,050 dog licenses in 2013.

At the annual town meeting, the Town Clerk's office was awarded $18,424 in Community Preservation Funds to purchase climate control equipment for the downstairs vault in town hall. This equipment, needed to properly preserve and store vitals records of both the Town Clerk and the Town Treasurer/Tax Collector, was installed in November.

COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH

SS: Barnstable County
To: The Constable of the Town of Eastham

Greeting:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said town who are qualified to vote in the Special State Primaries to vote at:

Eastham Town Hall Precinct 1

on **TUESDAY, THE THIRTIETH OF APRIL, 2013**, from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the Special State Primaries for the candidates of political parties for the following office

SENATOR IN CONGRESS.....FOR THE COMMONWEALTH

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 22nd day of April, 2013

SELECTMEN OF THE TOWN OF EASTHAM

I have posted attested copies of this warrant at the Post Office in Eastham and North Eastham at least seven days before the date of this election.

Constable

Date 4/22/13

A True Copy Attest Lillian Lamperti

Lillian Lamperti
Town Clerk

Town of Eastham
Commonwealth of Massachusetts

Special State Primary, April 30, 2013

Pursuant to the provision of the foregoing warrant, the voters assembled at the Eastham Town Hall to cast their votes at the Special State Primary to vote for a Senator in Congress and the results are as follows:

Democratic Party

Stephen F. Lynch	205
Edward J. Markey	555
Write ins	0
Blanks	0

Republican Party

Gabriel E. Gomez	230
Michael J. Sulllivan	111
Daniel B. Winslow	21
Write ins	0
Blanks	0

Democratic Ballots Cast	760
Republican Ballots Cast	362
Total Ballots Cast	1122

The polls opened at 7:00 a.m. and closed at 8:00 p.m. The ballot box stood at 0000 at the opening and read 1122 at the close representing 27 % out of a possible 4170 voters. Voter lists were verified and results were posted.

John Lennox served as Warden for this election.

A True Copy Attest:

L. Lamperti

Lillian Lamperti, Town Clerk

TOWN OF EASTHAM

ANNUAL TOWN MEETING WARRANT

AND

FINANCE COMMITTEE REPORT AND RECOMMENDATIONS

7:00 P.M.

MAY 6, 2013

NAUSET REGIONAL HIGH SCHOOL GYMNASIUM

ANNUAL TOWN ELECTION
MAY 21, 2013

POLLS OPEN 7:00 A.M. - 8:00 P.M.

EASTHAM TOWN HALL
2500 STATE HIGHWAY
EASTHAM, MA

FOR COPIES OF THIS WARRANT IN LARGER PRINT
OR ON TAPE, PLEASE CALL 508 240-5900.

Also available on the town website
www.eastham-ma.gov

Please bring this warrant to Town Meeting

TOWN OF EASTHAM ANNUAL TOWN MEETING WARRANT
MAY 6, 2013

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TOWN OF EASTHAM ANNUAL TOWN MEETING WARRANT MAY 6, 2013

FINANCE COMMITTEE REPORT

The key role of the Eastham Finance Committee is to provide fiscally responsible recommendations to the citizens of the town on Articles presented in the town warrant for vote at the annual town meeting. We gather pertinent information from the Town Administrator, key Department heads, other town committees, consultants and members of the public, and after discussion at committee meetings formulate recommendations with respect to the warrant Articles. We encourage the public to attend our meetings, which are posted.

This year's warrant contains two Articles that could shape the future of this town for many years to come. One is Article 7, providing for a town wide municipal drinking water supply, and the other for a room rental tax on private home rentals.

The most significant warrant article this year concerns the town-wide municipal water system. At the May 2009 Annual Town Meeting, the members voted to spend $3.15 million to determine the feasibility of town-wide Municipal Water. Since then, the Board of Selectmen, Town Administrator, Board of Health, Water Management Committee, the town's water consultants and interested citizens have conducted an in-depth analysis of the availability of sufficient high quality water for a municipal system to meet the needs of residents and visitors to the town and the detailed costs and benefits of such a system. The resulting consensus of these efforts is that municipal water will:

- Preserve and improve public health with safe, high-quality drinking water for residents and visitors.
- Provide enhanced fire safety throughout the town while significantly reducing insurance costs to many homeowners.
- Preserve property values now and in the future.
- Avoid the inconvenience to citizens and income loss to businesses that results from water stoppages due to loss of power.

The Finance Committee majority recommended approval of town-wide municipal water in 2012, but the plan advanced at town meeting by the Board of Selectmen was for a partial system, which was not approved by the citizens. The majority of the Finance Committee again recommends approval of a town-wide system and believes that the cost of the entire system is reasonable and the cost will only grow if we delay the inevitable, and that the proposed plan for financing and allocation of costs to citizens is reasonable and equitable.

The second Article with important long-term impact is a home rule measure to establish a room occupancy tax. At the May 2010 Annual Town Meeting voters requested the state allow by local option the expansion of the Room Occupancy tax to include single-family home seasonal rentals. The measure was approved at Town meeting but not acted upon by the legislature. When renewed last year at the request of legislative leaders, the Article failed. It is estimated that such an expansion could raise an estimated $500,000 to $800,000. The majority of the Finance Committee continues to support this expansion and is in favor of Article 17, which again requests state approval. The expansion would provide equity with respect to motels and cottages already subject to the tax, and substantial revenues much needed by the Town. If the municipal water article is approved, the room occupancy tax could be especially useful to ease the financial burden on the citizens.

Russ French, Chairman
Brian Eastman, Clerk
Gary Krum, Vice Chair
Sue Beyle
Judith Cannon
Steve Cole
Fred Guidi
John Knox
Teresa Martin

TOWN OF EASTHAM ANNUAL TOWN MEETING WARRANT MAY 6, 2013

TOWN OF EASTHAM ANNUAL TOWN MEETING WARRANT

Commonwealth of Massachusetts
Barnstable, ss. ~

To: Either of the Constables of the Town of Eastham
in the County of Barnstable

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and Town affairs to meet at the Nauset Regional High School Gymnasium, Monday, the sixth day of May, Two Thousand and Thirteen, at Seven o'clock in the evening, then and there to act on the following articles in this Warrant and to meet in the Eastham Town Hall at 7:00 a.m. Tuesday, the twenty-first day of May next, then and there to elect the following Town Officers:

Board of Selectmen	Two three-year terms (Vote for two)
Library Trustee	Two three-year terms (Vote for two)
Elementary School Committee	Two three-year terms (Vote for two)
Nauset Regional School Committee	One Three Year term (Vote for one)
Housing Authority	One Five Year Term (Vote for one)

and to act on the following questions:

QUESTION 1

Shall the Town of Eastham be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay for the bonds issued in order to establish a town-wide water supply and water distributing system, including the payment of costs of taking or purchasing water sources or water flowage rights, the taking or purchase of land or easements for the water system or for the protection of the water system, the construction and development of wells, the construction of water towers, the construction of buildings for water treatment and pumping stations, the laying and relaying of water mains, the purchase and installation of water meters, fire hydrants and other water departmental equipment, and design, engineering and other costs incidental and related thereto.

QUESTION 2

Shall the Town vote to have its elected Treasurer/Tax Collector, become an appointed Treasurer/Tax Collector of the Town as voted as part of the Charter Amendments at the May 2010 Annual Town Meeting?

POLLS OPEN 7:00 A.M. AND CLOSE AT 8:00 P.M.

ARTICLE 1

To see if the Town will vote to raise and appropriate or transfer from available funds **$1,700** for Greenhead Fly Control as authorized by G.L. c.252 §24, and authorize the Town Treasurer to pay said appropriation into the State Treasury; or take any action relative thereto.

By Board of Selectmen

Summary:
This is a standard article to appropriate money to pay the Town's share of the Greenhead Fly Control Program.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 7-0
(*Majority vote required*)

ARTICLE 2

To see if the Town will vote to assume liability in the manner provided by G.L.c.90 Sections 29 & 29A, as most recently amended for all damages that may be incurred by the Department of Environmental Protection of Massachusetts for the improvement, development, maintenance and protection of tidal and non-tidal rivers and streams, great ponds, harbors, tidewaters, foreshore and shores along a beach, in accordance with G.L. c.91, Section 11, and authorize the Selectmen to execute and deliver a bond of indemnity therefore to the Commonwealth of Massachusetts; or take any action relative thereto.

By Board of Selectmen

Summary:
All Massachusetts municipalities indemnify the DEP for work in the local communities with this standard article.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE: RECOMMENDATION: 7-0
(*Majority vote required*)

ARTICLE 3

To see if the Town will vote to accept the provisions of G. L. c.71, §16B, which would reallocate the sum of members towns' contributions to the Nauset Regional School District in accordance with the Regional Agreement rather than the Education Reform Formula, so-called for Fiscal Year 2015; or take any action relative thereto.

By Nauset Regional School Committee

Summary:
This article will apportion the Nauset Regional School Assessments for Fiscal Year 15, to the four member towns based on their proportionate enrollment within the school district. This is an annual article to ensure that the assessment method provided within the inter-municipal agreement, approved by the four towns establishing the Nauset Regional School District, is used to determine assessment. This article has been included in each of the last twelve years in the local town meeting.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 7-0
(*Majority vote required*)

ARTICLE 4

To see if the Town will vote to transfer and appropriate a sum of money to various accounts for meeting the remaining expenses for Fiscal Year 2013; or take any action relative thereto.

By Board of Selectmen

Summary:
This article transfers funds from cash reserves to cover shortfalls in the current fiscal year.
BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting
FINANCE COMMITTEE RECOMMENDATION: At Town Meeting
(*Majority vote required*)

TOWN OF EASTHAM ANNUAL TOWN MEETING WARRANT MAY 6, 2013

ARTICLE 5

To see if the Town will vote to transfer from the Stabilization fund the sum of **$100,000** to pay for costs incurred or to be incurred in connection with environmental monitoring, reporting, and remediation in accordance with the Massachusetts Department of Environmental Protection requirements; or take any action relative thereto.

By Board of Selectmen

Summary:
This is a transfer out of the Stabilization Fund to cover the emergency unanticipated expenditures relative to the investigation of groundwater contamination in the area adjacent to the capped landfill.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 6-0
(2/3rds Majority vote required)

ARTICLE 6

To see if the Town will vote to transfer and appropriate the sum of **$5,349** to pay past due fuel excise taxes for FY12; or take any action relative thereto.

By Board of Selectmen

Summary:
This bill is for unpaid fuel excise taxes, which were not billed.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 7-0
(4/5th vote required)

ARTICLE 7

To see if the Town will vote to establish a town-wide water supply and water distributing system pursuant to Section 39A of Chapter 40 of the General Laws; and

to appropriate the sum of **$114,800,000** for establishing such a system for the Town, including, without limitation, the taking or purchase of water sources or water or flowage rights, the taking or purchase of land or easements for the water system or for the protection of the water system, the construction and development of wells, the construction of water towers, the construction of buildings for water treatment and pumping stations, the laying and relaying of water mains, the purchase and installation of water meters, fire hydrants and other water department equipment, and design and engineering and other costs incidental thereto, and including without limitation all costs thereof as defined in Section 1 of Chapter 29C of the General Laws; and

that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $114,800,000 and issue bonds or notes therefore under Chapter 44 of the General Laws and/or Chapter 29C of the General Laws; and provided however, that of this appropriation, **$38,800,000** shall be contingent upon the passage of a debt exclusion under Massachusetts General laws Chapter 59, Section 21C (proposition 2 ½ so-called.); and

that the Treasurer with the approval of the Board of Selectmen is authorized to borrow all or a portion of such amount from the Massachusetts Water Pollution Abatement Trust established pursuant to Chapter 29C and in connection therewith to enter into a loan agreement and/or security agreement with the Trust and otherwise to contract with the Trust and the Department of Environmental Protection with respect to such loan and for any federal or state aid available for the project or for the financing thereof; and

that the Board of Selectmen is authorized to enter into a project regulatory agreement with the Department of Environmental Protection, to expend all funds available for the project and to take any other action necessary to carry out the project;

provided further that, pursuant to G.L. c.40, Section 39A, the Board of Selectmen is hereby authorized to act as water commissioners and to exercise all of the powers of water commissioners pursuant to General Laws chapter 41, Section 69A; and

provided further that the Town hereby accepts the provisions of General Laws Chapter 40, Sections 42A through 42F to authorize the collection of water rates and to permit the deferral of payment of water use charges by certain homeowner/occupants;
provided further, to authorize the Selectmen to petition the General Court to enact legislation as may be needed to permit the Town to assess privilege fees, establish a water enterprise fund and such other duties as are normally assigned to Water Commissioners, and further provided that the General Court may make any clerical or editorial changes of form only to the bill submitted by the Selectmen, and such other amendments to the bill submitted, as the Selectmen may approve before enactment by the General Court, and to authorize the Selectmen to approve amendments which shall be within the scope of the general public objectives of this petition; or take any action relative thereto.

By Board of Selectmen

Summary:
This article will authorize the development and installation of a town wide municipal water system. The system will be installed in six (6) phases focusing first on the main corridor along Route 6, and the service area east of the capped landfill area. Subsequent phases will begin at two-year intervals with the final install completed within twelve years of the project start. Contractors chosen via Massachusetts General Laws, Chapter 30B, Chapter 149, and Chapter 30, 39M would install the system. A private operator chosen using the state procurement laws mentioned above would operate the system. No betterments are authorized by this article. The system would include a "gate valve" at each lot to facilitate connection. All roads would be serviced including public and private roads, and fire hydrants would be provided along all water service lines. The system would be financed via taxes for the installation, and the water fees are expected to cover operating costs and provide for the establishment of a capital reserve. The water fees segregated into an enterprise fund are used to support system contracted personnel, equipment, and maintenance costs. All systems connections onto private lots would be privately contracted by the property owner and the install would comply with existing state codes for plumbing and electrical installations. No one would be required to connect to the municipal water system, but it would be available to each lot in Eastham.
(See Appendix A- Debt Schedule For Article 7 Borrowing & System Map pg 20/21)
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE: RECOMMENDATION: 7-1
(2/3rds *Majority vote required*)

ARTICLE 8

To see if the Town will vote to authorize the Board of Selectmen to enter into a contract for the disposal of the Town's solid waste for a period not to exceed twenty (20) years commencing on January 1, 2015, on such terms and conditions as the Board of Selectmen deem to be in the best interests of the Town, which contract may include a provision that the Town shall not be exempt from liability for the payment of contract sums in future fiscal years; or take any other action relative thereto.

By Board of Selectmen

Summary:
This article will permit the Board of Selectmen to enter into a long term contract for the disposal of the town's solid waste including authority to include in the contract if necessary, a "put or pay" provision which requires the town to deliver stated quantities or to pay a fee for the disposal of said volume. If the volume requirement is met by delivery to the Solid Waste Facility and recycling, then no such additional fees will be due. A committee has been working with other towns on and off Cape to develop a single contract and therefore leverage the volume of the collective to secure the best volume based discounts and conditions.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 8-0
(Majority Vote Required)

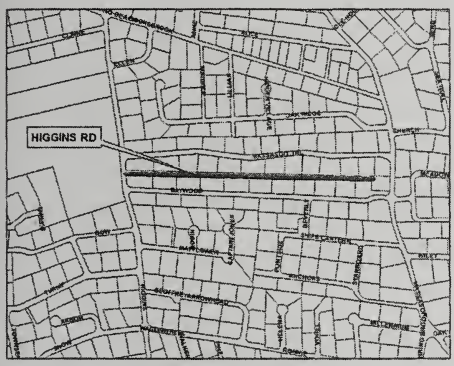
TOWN OF EASTHAM ANNUAL TOWN MEETING WARRANT MAY 6, 2013

ARTICLE 9

To see if the town will vote to change the purpose for which the following described land is held, from general municipal purposes, to being held for general municipal purposes and for disposal and shown on Assessors Map 04 Parcel 431, consisting of 1.79 acres +/-, and also shown as 230 Higgins Road, with said land to be disposed of in a manner that it is apportioned among as many direct abutters who shall desire such land, with all costs, such as preparation of plans and deeds and filing of same, and such other costs and value of such land as estimated by the Deputy Assessor that shall be necessary to effect this transfer of land, and such other terms and conditions that the Board may deem appropriate and necessary; or take any action relative thereto.

By Board of Selectmen

Summary:
The Town acquired this long narrow strip of land as a gift, and has no particular use for this land. A few of the abutters have inquired about purchasing the area abutting their properties. This article will allow the Board of Selectmen to dispose of the land under such terms and conditions, as they may need to complete the transfer to one or more abutting owners.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 8-0
(Majority Vote Required)



ARTICLE 10

To see if the Town will vote to fix the salary and compensation of all elected officials of the Town as provided by G.L. c.41Section 108, as amended, and to raise and appropriate or transfer from available funds the following sums of money for salaries:

Moderator	$ 150
Town Clerk	$67,317
Treasurer/Tax Collector	$80,560
Selectmen (5) $1,500 each	$ 7,500
Total	**$155,527**

or take any action relative thereto.

By Elected Officials

Summary:
All salaries in this article are level funded, with the exception of the Treasurer/Tax collector and the Town Clerk, which reflects a 2% salary adjustment that is consistent with other ful time employees.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 7-0
(*Majority vote required*)

ARTICLE 11

To see if the Town will vote to reauthorize revolving funds, as listed below, for certain town departments under G.L. c.44, Section 53E ½ for the fiscal year beginning July 1, 2013; or take any action relative thereto.

By Board of Selectmen

Revolving Fund	Authorize to Spend Fund	Revenue Source	Use of Fund	FY14 Limit
Recreation – Bottles & Cans	Recreation Director	Collection & Redemption of Bottles & Cans	Beach & Recreation Programs	$ 10,000
Home Compost Bin/ Recycling	BOS or designee	Sale of Compost Bins	Purchase additional bins & advertise their availability	$ 5,000
Vehicular Fuel Sales	BOS or designee	Sale of fuel to other govt entities	Purchase additional fuel for sale to other government entities	$ 30,000
Council on Aging /Lower Cape Adult Day Center	COA Director	Funds from fees, charges for COA programs and events	Pay for vendors COA programs and events	$ 7,000

Summary:
This statute requires annual authorization of revolving funds
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 7-0
(Majority vote required)

ARTICLE 12

To see if the Town will vote to act on the operating budget, including recommendations and reports of the Selectmen, Finance Committee and other Town Officials, and to see if the Town will vote to raise and appropriate or transfer from receipts reserved, and other available funds and accounts, the sum of **$22,191.512,** and further to transfer from the dog receipts reserved (free cash so called) the additional sum of **$2,500** to the Library, line item 67; or take any action relative thereto.

By Board of Selectmen

Summary:
Article 12 is the annual operating budget for the Town, and Eastham Elementary, and Nauset Regional High School and Cape Cod Regional Technical High School Assessments. The FY 14 total operating budget is 7.63% more than FY13. The municipal portion increased by 5.63%, Nauset's assessment increased by 16.34%. Eastham Elementary increased by 7.88%. Cape Cod Tech decreased by 17.49%.

The most significant increase and change this year is in the education sector. The Nauset Regional School District Assessment for Eastham reflects Eastham's increased share of the total district enrollment. In FY13, we represented 20.35%. of the total enrollment and in FY14 we represent 22.12%. Eastham Elementary School budget includes two special placements to meet student's needs. The Elementary School budget is up $269,411 (7.88%), most of which is unanticipated expense for these special placements. Cape Cod Tech's Assessment is down due to a reduction in the number of students from Eastham this year.

Traditionally, our legal budget is lower than many of the larger towns. This is accomplished by the judicial use of state resources for legal advice, opinions, and discussions of new case laws. Litigation is cyclical in that cases take several years to reach trial. While there is little expense during that time, as the trial time is reached, we expend more legal funds. Additionally, we are being challenged on land use enforcement for health, conservation, and zoning. We expect this increase will be sufficient for the next several years. The legal budget has been level funded for many years.

Bulk fuel expense is increased $35,000 for FY14 to reflect increased price per gallon. The Town keeps these fuel costs as low as it can by participating in the County's bulk fuel purchasing program and by managing fuel use by reducing vehicle idling times and planning trips.

The operating budget for Public Safety and Inspections is up 6.4% overall, primarily to correct an error made in the FY 13 budget that understated fire salaries. A similar scrivener's error in the Council on Aging salary budget is also corrected for FY 14.

Debt and Banking Services (lines 72 – 82) includes principal and interest payments on all long and short-term debt. Debt expense will increase in FY 14 by 14.29% or $240,562 to cover the first full year of a $3 million debt expense used to develop plans for a municipal water system.

This budget contains all personnel expenses including salary adjustments, and benefits. All supplies and equipment to provide the full range and level of existing services are contained herein. It has been reviewed by the Finance Committee and the Board of Selectmen and reflects their conclusions about necessary expenditures for operations in FY14.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 8-0
(*Majority vote required*)

TOWN OF EASTHAM ANNUAL TOWN MEETING WARRANT
MAY 6, 2013

LINE #		FY13 APPROVED BUDGET	FY14 SELECTMEN'S BUDGET	FIN COMM. REC
	GENERAL GOVERNMENT			
1	SELECTMEN/TN ADMINISTRATOR OFFICE SALARY	$371,958.00	380,531.00	8-0
2	SELECTMEN/TOWN ADMINISTRATOR EXPENSE	$16,100.00	16,100.00	8-0
3	RESERVE FUND	$65,000.00	65,000.00	8-0
4	TOWN ACCOUNTANT OFFICE SALARY	$122,306.00	126,760.00	8-0
5	TOWN ACCOUNTANT EXPENSE	$29,320.00	38,320.00	8-0
6	ASSESSOR OFFICE SALARY	$200,045.00	194,717.00	8-0
7	ASSESSOR EXPENSE	$25,865.00	26,646.00	8-0
8	TREASURER/COLLECTOR OFFICE SALARY	$99,727.00	102,679.00	8-0
9	TREASURER/COLLECTOR EXPENSE	$7,915.00	7,949.00	8-0
10	LEGAL SERVICES EXPENSE	$65,000.00	80,000.00	8-0
11	DATA PROCESSING SALARY	$139,225.00	143,718.00	8-0
12	DATA PROCESSING EXPENSE	$119,772.00	126,073.00	8-0
13	TAX TITLE EXPENSE	$7,000.00	7,000.00	8-0
14	CENTRAL PURCHASING SUPPLY & SERVICE	$57,855.00	56,622.00	8-0
15	TOWN CLERK/ELECTIONS OFFICE SALARY	$91,323.00	96,675.00	8-0
16	TOWN CLERK /ELECTIONS EXPENSE	$9,700.00	9,890.00	8-0
17	NATURAL RESOURCES SALARY	$243,703.00	254,313.00	8-0
18	NATURAL RESOURCES EXPENSE	$29,144.00	29,149.00	8-0
19	NATURAL RESOURCES CAPITAL EXPENSE	$11,455.00	0.00	8-0
20	PLANNING/ZONING SALARY	$72,077.00	75,592.00	8-0
21	PLANNING /ZONING EXPENSE	$1,800.00	3,821.00	8-0
22	MUNICIPAL BUILDINGS SALARY	$147,147.00	151,522.00	8-0
23	MUNICIPAL BUILDINGS EXPENSE	$88,806.00	88,806.00	8-0
24	BULK FUEL OIL EXPENSE	$177,000.00	212,000.00	8-0
25	TOWN REPORT EXPENSE	$8,050.00	8,050.00	8-0
26	ENGINEERING & SUPPORT SERVICES EXPENSE	$4,000.00	4,000.00	8-0
		$2,211,293.00	$2,305,933.00	
	PUBLIC SAFETY & INSPECTIONAL SERVICES			
27	POLICE SALARY	$1,439,604.00	1,511,113.00	8-0
28	POLICE EXPENSE	$161,648.00	171,547.00	8-0
29	POLICE CAPITAL	$9,564.00	0.00	
30	FIRE SALARY	$1,480,723.00	1,658,211.00	8-0
31	FIRE EXPENSE	$135,841.00	150,520.00	8-0
32	FIRE CAPITAL EXPENSE	$142,907.00	119,077.00	8-0
33	DISPATCHING SALARY	$296,593.00	298,190.00	8-0
34	DISPATCHING EXPENSE	$2,700.00	2,700.00	8-0
35	BUILDING/PLMBG/ELEC INSPECTION SALARY	$202,032.00	208,409.00	8-0
36	BUILDING INSPECTION EXPENSE	$3,049.00	3,049.00	8-0
37	EMERGENCY MANAGEMENT EXPENSE	$100.00	100.00	8-0
38	TREE WARDEN EXPENSE	$400.00	400.00	8-0
39	DUTCH ELM DISEASE EXPENSE	$10.00	10.00	8-0
40	INSECT/PEST/POISON IVY CONTROL	$10.00	10.00	8-0
		$3,875,181.00	$4,123,336.00	
	EDUCATIONAL SERVICES			
41	ELEMENTARY SCHOOL OPERATIONS	$3,420,351.00	3,689,762.00	8-0
42	NAUSET REGION CAPITAL ASSESSMENT		8,746.00	8-0
43	NAUSET REGION OPERATING ASSESSMENT	$3,744,220.00	4,355,866.00	8-0
44	CAPE COD REGIONAL TECHNICAL SCHOOL	$282,806.00	234,197.00	8-0
		$7,447,377.00	$8,288,571.00	
	PUBLIC WORKS & SANITATION			
45	GENERAL MAINTENANCE SALARY	$487,446.00	510,341.00	8-0
46	GENERAL MAINTENANCE EXPENSE	$118,138.00	118,137.00	8-0
47	GENERAL MAINTENANCE CAPITAL	$55,544.00	15,500.00	8-0

48	SNOW & SANDING SALARY		$32,160.00	32,160.00	8-0
49	SNOW & SANDING EXPENSE		$16,500.00	16,500.00	8-0
50	STREET LIGHTING EXPENSE		$7,600.00	7,600.00	8-0
51	WASTE COLLECTION & DISPOSAL SALARY		$161,633.00	176,845.00	8-0
52	WASTE COLLECTION & DISPOSAL EXPENSE		$302,833.00	302,833.00	8-0
53	WASTE COLLECTION & DISPOSAL CAPITAL EXPENSE		$15,707.00	0.00	8-0
			$1,197,561.00	$1,179,916.00	
	HEALTH & HUMAN SERVICES				
54	VETERANS' GRAVE OFFICER		$75.00	75.00	8-0
55	TOWN NURSE SERVICES		$4,000.00	4,000.00	8-0
56	PUBLIC HEALTH SALARY		$171,464.00	178,735.00	8-0
57	PUBLIC HEALTH EXPENSE		$18,541.00	22,620.00	8-0
58	INSPECTION OF ANIMALS EXPENSE		$250.00	250.00	8-0
59	COUNCIL ON AGING/ADC SALARY		$231,542.00	263,024.00	8-0
60	COUNCIL ON AGING/ADC EXPENSE		$32,004.00	32,454.00	8-0
61	VETERANS' SERVICES - EXPENSE		$18,550.00	19,385.00	8-0
62	VETERANS' SERVICES - BENEFITS		$9,000.00	12,500.00	8-0
63	HUMAN SERVICES AGENCIES		$61,500.00	63,000.00	8-0
			$546,926.00	$596,043.00	
	CULTURE & RECREATION				
64	LIBRARY SALARY		$217,314.00	227,511.00	8-0
65	LIBRARY EXPENSE		$75,855.00	78,325.00	8-0
66	BEACH & RECREATION SALARY		$259,028.00	270,712.00	8-0
67	BEACH & RECREATION EXPENSE		$63,643.00	64,652.00	8-0
68	BEACH & RECREATION CAPITAL		$8,223.00	8,223.00	8-0
			$624,063.00	$649,423.00	
	DEBT AND BANKING SERVICES				
69	FIRE STATION		$150,000.00	150,000.00	8-0
70	LANDFILL CAPPING		$70,923.00	73,059.00	8-0
71	TRANSFER STATION		$120,000.00	120,000.00	8-0
72	INTEREST EXPENSE (LONG/SHORT TERM)		$330,086.00	324,674.00	8-0
73	TAX ANTICIPATION NOTES/BANS		$36,460.00	10,000.00	8-0
74	SEPTIC BETTERMENT LOANS		$20,401.00	20,400.00	8-0
75	PURCELL LAND PURCHASE		$35,000.00	35,000.00	8-0
76	EASTHAM ELEMENTARY SCHOOL RENOVATION		$410,000.00	410,000.00	8-0
77	MUNICIPAL WATER		$125,000.00	395,000.00	8-0
78	BANK FINANCING CHARGES		$2,100.00	2,400.00	8-0
			$1,299,970.00	$1,540,533.00	
	OTHER EXPENSES (GENERAL GOVERNMENT)				
79	EMPLOYEE BENEFITS		$13,500.00	13,500.00	8-0
80	BARN. COUNTY RETIREMENT ASSESSMENT		$1,162,194.00	1,254,081.00	8-0
81	TOWN INSURANCE - UNEMPLOYMENT EXPENSE		$10,000.00	10,000.00	8-0
82	TOWN INSURANCE - EMPLOYEE EXPENSE HEALTH		$1,904,576.00	1,904,576.00	8-0
83	TOWN INSURANCE - TOWN PROTECTION (PROP & LIAB)		$325,600.00	325,600.00	8-0
			$3,415,870.00	$3,507,757.00	
	TOTAL		$20,618,241.00	$22,191,512.00	8-0

ARTICLE 13

To see if the Town will vote to raise and appropriate and/or transfer from available funds the sum of $656,500 to purchase the following capital items, make improvements to capital facilities as listed below; or take any action relative thereto.

By Board of Selectmen

Summary:
Article 13 is the annual capital acquisition list. The items shown here are to be acquired or executed in this fiscal year. Included on the capital plan for this year are standard items that appear each year such as computer software and hardware, replacement vehicles and building maintenance projects.

Also included is $60,000 for ordinary road maintenance. This provides the DPW with funds to supplement state Chapter 90 grants and includes projects not eligible for Chapter 90 support. Regular road maintenance helps to avoid catastrophic road surface failures that are very expensive to repair.

The generators at both the Town Hall and the Council on Aging have outlived their useful life, and need to be replaced this year. While we had planned for future replacement, in both cases the need is to move these forward for this year. Both generators were struggling to function during the recent storm events.

The Elementary School, which is also included in our capital plan, is provided with $20,000 to continue to improve and update the computer hardware and software that the students use.

The Fire Station completed in 2000, is in need of ordinary maintenance, specifically interior and exterior painting. The Fire Station painting, funded for $80,000, will include re-staining of the shingles, preparation and painting of exterior trim and interior painting to keep the building in good condition and enhance the value of this town facility.

These capital funds will prepare concept plans for the town and the COA Board of Directors to consider $30,000 requested to develop preliminary plans for a facility to serve Eastham seniors including renovation of the existing Senior Center, located at 1405 Nauset Road or development of a facility at a new location. Renovations of the existing building could include relocating the Senior Day Center from the basement to the first floor, create meeting space in the basement, and improve access to the Senior Center.

This article will be funded using $496,500 dollars from Free Cash, $100,000 transferred from Ambulance Receipts, and $60,000 from the tax levy.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 6-0
(*Majority vote required*)

FY 14 CAPITAL ACQUISITION ARTICLE 13

ITEM	DEPARTMENT		ITEM		FY14	
	DATA PROCESSING					
1			COMPUTER HARDWARE/SPEC SOFTWARE/TABLETS/CAMERAS,SERVERS		$30,000.00	F
2			VOIP PHONE SYSTEM	TOWN HALL/COA	$34,000.00	F
3			FIBER OPTIC BETWEEN TH/POLICE/FIRE		$7,500.00	F
	SUB-TOTAL				**$71,500.00**	
	COA/ADULT DAYCARE					
4			GENERATOR REPLACEMENT		$35,000.00	F
	SUB-TOTAL				**$35,000.00**	
	NATURAL RESOURCES/CONSERVATION					
5			50 HP BOAT MOTOR		$8,000.00	F
6			HERRING RUN GATES		$5,000.00	F
	SUB-TOTAL				**$13,000.00**	
	HARBOR IMP.					
7						
	SUB TOTAL				**$35,000.00**	
	MUNICIPAL BUILDINGS IMPROVEMENTS					
8			PROJECT CONTINGENCY: MAJOR REPAIRS, PAINTING ETC.		$30,000.00	F
9			SERVICE VAN REPLACEMENT		$24,000.00	F
10		T.H.	REPLACE GENERATOR TOWN HALL/FIRE STATION		$50,000.00	F
11		COA	PRELIMINARY DESIGN/ RENOVATION UPGRADE		$30,000.00	F
12		FIRE STATION	EXTERIOR/INTERIOR PAINTING		$80,000.00	A
13		INFO/WMILL	GEN BLDG MAIN & REPAIR		$6,000.00	F
			WINDMILL/INFO/ANCIENT CEMETERIES /BRACKETT PORTABLE			
	SUB-TOTAL				**$220,000.00**	
		SCHOOL				
14			ROUTINE PAINTING ROTATION		$5,000.00	F
15			GROUNDS MAINTENANCE - DRAINAGE/FENCING		$5,000.00	F
16			COMPUTER HARDWARE/SOFTWARE		$20,000.00	F
	SUB-TOTAL				**$30,000.00**	
	BEACHES/RECREATION					
17			4X2 TRUCK		$25,000.00	F
	SUB-TOTAL				**$25,000.00**	
	DPW					
18			10 WHEELER DUMP TRUCK	(FIVE YR LEASE)	$40,000.00	F
19			ORDINARY ROAD M & R (NOT CHAP 90)/STORM DRAIN UPGRADES		$60,000.00	T
20			CATCH BASIN CLEANER REFURB		$20,000.00	F
21			SANDER		$18,000.00	F
22			ROLL OFFS (2) OPEN/CLOSED TOP		$14,000.00	F
	SUB-TOTAL				**$152,000.00**	
	POLICE					
23			IN CAR COMPUTER MONITOR REPLACEMENTS		$5,000.00	F
	SUB-TOTAL				**$5,000.00**	

TOWN OF EASTHAM ANNUAL TOWN MEETING WARRANT
MAY 6, 2013

	FIRE (EQUIP)								
				RESCUE/MEDICAL EQUIP UPGRADE/REPLACEMENT					
24					FOAM / HOSE REPLACEMENTS			$13,000.00	A
25					SPECIALTY GEAR, TURNOUT SUITS, SURVIVAL SUITS			$7,000.00	A
	SUB-TOTAL							$20,000.00	
	SPECIAL PROJECTS								
26				WASTEWATER PLANNING ALTERNATIVES INVESTIGATION				$50,000.00	F
	TOTAL							$656,500.00	
TOTAL CAPITAL FUNDS NEEDED BY SOURCE						(KEY)			
		F = FREE CASH						$496,500.00	
		A = AMBULANCE RECEIPTS						$100,000.00	
		T = TAX LEVY						$60,000.00	
		DEBT EXCLUSION						$0.00	
	TOTAL							$656,500.00	

ARTICLE 14

To see if the Town will, in accordance with Chapter 6-6A of the Eastham Home Rule Charter, vote to accept the Capital Improvement Plan for FY15-FY19, as printed below; or take any action relative thereto.

By Board of Selectmen

Summary:

This is the five-year capital plan, which lists all anticipated capital expenditures for equipment, supplies, and projects, including engineering and planning studies. Items on the list are a minimum of $1,000. This listing is a planning tool to focus attention on needed expenditures for the upcoming years. The use of this long-range planning tool has facilitated the town's ability to anticipate large expenditures and appropriately schedule bond issues and debt repayments in a manner that supports a stable tax rate while ensuring that capital equipment is acquired in a timely manner and that structures are well maintained. This article is a planning tool and does not require any funding. When items are scheduled for funding, they are moved to the capital acquisition article included in each Annual Town Meeting warrant.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(*Majority vote required*)

TOWN OF EASTHAM ANNUAL TOWN MEETING WARRANT MAY 6, 2013

FIVE YEAR CAPITAL PLAN FY15 - FY19

ITEM	DEPARTMENT	ITEM	FY15	FY16	FY17	FY18	FY19
	DATA PROCESSING						
1		COMPUTER HARDWARE/SPECIALIZED SOFTWARE	$20,000.00 F	$20,000.00 F	$20,000.00 F	$20,000.00 F	$20,000.00 F
2		SERVER UPGRADES/REPLACEMENTS			$12,000.00 F	$12,000.00 F	
3		FIBER OPTIC CABLE/OPEN CAPE CONNECTION	$10,000.00 F				
4		VIDEO EQUIPMENT UPGRADES/DIGITAL CAMERAS	$5,000.00 CT		$5,000.00 CT		$5,000.00 CT
		UPGRADE TELEPHONE SYSTEM - ALL BLDGS (VOIP)			$10,000.00 F		
5		FIRE	$5,000.00				
6		POLICE	$15,200.00 F				
7		NATURAL RESOURCES/DPW	$5,000.00 F				
8		LIBRARY		$5,000.00 F			
9		REPLACE PLOTTER/SCANNER($)				$8,000.00 F	
10		MOBILE COMPUTING & TABLET ACQUISITION/REPLACEMENTS	$3,000.00 F	$2,000.00 F		$5,000.00 F	$3,000.00 F
		SOFTWARE UPGRADES (OPERATING SYSTEMS)		$20,000.00 F			$20,000.00 F
	SUB-TOTAL		$63,200.00	$47,000.00	$47,000.00	$43,000.00	$48,000.00
	COA/ADULT DAYCARE						
11		VAN REPLACEMENT		$26,000.00 F/M&T		$26,000.00 F/M&T	
	SUB-TOTAL		$0.00	$26,000.00	$0.00	$26,000.00	
	ASSESSING/INSPECTIO						
12		DATA COLLECTOR /ENVIORNMENTAL PLANNER VEHICLE	$4,000.00 F		$3,000.00 F		
	SUB TOTAL		$4,000.00	$0.00	$3,000.00	$0.00	$0.00
	NATURAL RESOURCES						
13		4x4 PICK UP TRUCK	$15,000.00 F	$15,000.00 F	$15,000.00 F		$15,000.00 F
14		4X4 PICK UP TRUCK		$13,000.00 F	$13,000.00 F	$13,000.00 F	$13,000.00 F
15		SAND DRIFT FENCE - VARIOUS LOCATIONS			$10,000.00 F		
16		BOAT MOTOR 130HP/50HP				$15,000.00 F	
17		EQUIPMENT CHAINSAWS/PRESSURE WASHER		$1,800.00 F			
18		HERRING RUN GATE REPLACEMENTS			$1,000.00 F	$3,000.00 F	
19		PORTABLE GPS			$2,500.00 F		
20		EQUIPMENT TRAILER REPLACEMENT	$7,500.00 F				
	SUB-TOTAL		$22,500.00	$29,800.00	$41,500.00	$31,000.00	$28,000.00
	HARBOR IMP.						
21		DREDGE ROCK HARBOR	$550,000.00 D	$5,000.00 EX	$5,000.00 EX	$5,000.00 EX	$5,000.00 EX
	SUB TOTAL		$550,000.00	$5,000.00	$5,000.00	$5,000.00	$5,000.00
	MUNICIPAL BUILDINGS	EQUIPMENT					
22		VACUUM/CARPET CLEANERS/ LADDERS	$2,000.00 F		$2,000.00 F		$2,000.00 F
23		VAN REPLACEMENT			$25,000.00 F		
24		COPIERS/POSTAGE METERS	$10,000.00 F				$15,000.00 F
25		FLOOR MACHINE/SNOW BLOWER	$1,400.00 F			$1,400.00 F	
26		ENERGY EFFICIENCY ENHANCEMENTS	$25,000.00 F				
	SUB-TOTAL		$38,400.00	$0.00	$27,000.00	$1,400.00	$17,000.00
	MUNICIPAL BUILDINGS	IMPROVEMENTS					
27		PROJECT CONTINGENCY: MAJOR REPAIRS ,PAINTING ETC.	$25,000.00 F	$30,000.00 F	$30,000.00 F	$30,000.00 F	$45,000.00 F
28		GREEN ENERGY ENHANCEMENTS					$45,000.00 F
	SUB-TOTAL		$25,000.00	$30,000.00	$30,000.00	$30,000.00	$90,000.00
29	T.H.	MECHANICAL SYSTEMS OVERHAUL				$15,000.00 F	
30		RELOCATE/REPLACE AIR HANDLER	$38,000.00 F				
31		REPLACE VAULT A/C UNITS				$9,000.00 F	
32		REPLACE CIRCULATOR PUMPS				$3,000.00 F	
33		REPLACE HOT WATER TANK		$3,000.00 F			
34		REPLACE EXISTING A/C UNITS			$40,000.00 F		
35	INFO/WMILL	WINDMILL/INFO/ANCIENT CEMETERIES/BRACKETT PORTA		$6,000.00 F		$6,000.00 F	
36	REC BLDG	FURNISHINGS		$10,000.00 F			
	SUB-TOTAL		$38,000.00	$19,000.00	$40,000.00	$33,000.00	$0.00
37	COA						
38		RENOVATION/EXPANSION HEAT/AIR COND/ SENIOR CENTER		$3,000,000.00 D			
	SUB-TOTAL		$0.00	$3,000,000.00	$0.00	$0.00	
39	DPW/NR	COPIER REPLACEMENT			$3,000.00 F		
40		AIR/HEATING SYSTEM OVERHAUL/REPLACE				$20,000.00 F	
41		EXTERIOR MAINTENANCE - STUCCO DPW BLDG				$10,000.00 F	
42		EXPAND DPW GARAGE SPACE/INTERIOR RENOVATION	$1,500,000.00 D				
43		NR BLDG PAINT EXTERIOR			$10,000.00 F		
	SUB-TOTAL		$1,500,000.00	$0.00	$15,000.00	$30,000.00	$0.00
44	POLICE	REPLACE HOT WATER TANK		$3,000.00 F			
45		REPLACE SHINGLES, ROOF & SIDEWALL			$40,000.00 F		
46		REPLACE 2 OF 4 AIR HANDLING UNITS	$9,000.00 F				
47		KITCHEN/LOCKER RM/TRAINING RM UPGRADES				$75,000.00 F	
	SUB-TOTAL		$9,000.00	$3,000.00	$40,000.00	$75,000.00	$0.00
48	FIRE	REPLACE FIRE PUMP (SPRINKLER) IN STATION	$50,000.00 A				
49		BUILDING MAINTENANCE (VARIOUS ITEMS BLDG 5+ YRS OLD.)		$40,000.00 A			$25,000.00 F
50		PAINTING INTERIOR/EXTERIOR					$20,000.00 F
	SUB-TOTAL		$50,000.00	$40,000.00	$0.00	$0.00	$45,000.00
51	LIBRARY	FURNISHING, COMPUTERS FINAL FINISHING NEW BUILDING					$45,000.00 F
	SUB-TOTAL		$0.00	$0.00	$0.00	$0.00	$45,000.00
52	SCHOOL	ROUTINE PAINTING ROTATION	$5,000.00 F	$5,000.00 F	$5,000.00 F	$5,000.00 F	$5,000.00 F
53		REPLACE PLAYGROUND/BASKETBALL COURT SURFACE		$10,000.00 F		$30,000.00 F	
54		GROUNDS MAINTENANCE - DRAINAGE/FENCING	$5,000.00 F				$6,000.00 F
55		GYM FLOOR REFINISHING			$15,000.00 F		
56		COMPUTER HARDWARE/REPLACEMENTS/UPGRADES		$20,000.00 F		$20,000.00 F	
57		BUILDING MAINTENANCE/IMPROVEMENTS	$20,000.00 F		$20,000.00 F		$20,000.00 F
	SUB-TOTAL		$30,000.00	$35,000.00	$40,000.00	$55,000.00	$31,000.00

	BEACHES/REC/RECREATION					
58	UPGRADE/ADA BATH HOUSES	$15,000.00 F				
59	PARKING LOT REPAIRS (VARIOUS LOCATIONS)				$10,000.00 F	
60	ADA BEACH CHAIR				$3,000.00 F	
61	4 X 2 TRUCK				$30,000.00 F	
62	4 X 2 TRUCK					$30,000.00 F
63	B-BALL RESURFACE/BASEBALL BACKSTOP REPL/FENCING				$15,000.00 F	
64	BEACH GATE SHACKS	$3,000.00 F				
65	WALKWAYS/DUNE MAIN FENCING/MOBI MAT EXTEND	$23,000.00 F	$10,000.00 F	$20,000.00 F		
66	REPLACE SOFT BALL SHEDS (2)			$35,000.00 F		
67	OUTDOOR SHOWERS @ WILEY PARK		$50,000.00 F			
68	NEW BATHHOUSE FIRST ENCOUNTER					$750,000.00 D
	SUB-TOTAL	$41,000.00	$60,000.00	$55,000.00	$58,000.00	$780,000.00
	DPW					
69	REPLACE/REFURBISH HYDRAULIC TRUCK LIFT				$45,000.00 F	
70	ONE TON DUMP	$55,000.00 F				$55,000.00 F
71	3/4 TON PICK UP	$15,000.00 F	$15,000.00 F	$15,000.00 F	$15,000.00 F	
72	SANDER				$18,000.00 F	
73	INTERL DUMP 6 WHEEL LARGE/REFURB/purchase			$35,000.00 F	$35,000.00 F	
74	EXTRA LARGE DUMP 10 WHEELER (LEASE PURCHASE 5 YR)	$40,000.00 F	$40,000.00 F	$40,000.00 F	$40,000.00 F	
75	ORDINARY ROAD M & R (NOT CHAP 90)	$140,000.00 T	$150,000.00 T	$160,000.00 T	$180,000.00 T	$190,000.00 T
76	NEW TRASH TRAILERS		$60,000.00 F	$60,000.00 F	$60,000.00 F	
77	TRACTOR TRAILER HORSE (FOR YARD USE ONLY - USED)					
78	REPLACE/ADD RECYCLING COMPACTOR	$20,000.00 F		$20,000.00 F	$40,000.00 F	
79	LOADER REPLACEMENT (344)					$50,000.00 F
80	TWO (2) 40 YARD OPEN TOP ROLL OFF CONTAINERS		$16,000.00 F	$16,000.00 F	$16,000.00 F	$16,000.00 F
81	ONE (1) 40 YARD CLOSED TOP ROLL OFF REFYRB		$8,500.00 F			
82	STORM DRAIN UPGRADE/IMPROVEMENT/REPLACEMENTS	$60,000.00 F			$75,000.00 F	$80,000.00 F
83	MOWER REPLACEMENTS	$20,000.00 F				$20,000.00 F
84	SWEEPER REPLACEMENT (FIVE YEAR LEASE, $150k)		$30,000.00 F	$30,000.00 F	$30,000.00 F	$30,000.00 F
85	AIR COMPRESSOR (185 CFM) MOBILE		$18,000.00 F			
86	STATIONARY AIR COMPRESSOR			$5,000.00 F		
	SUB-TOTAL	$350,000.00	$337,500.00	$381,000.00	$554,000.00	$441,000.00
	POLICE					
87	DEFRIBRILATORS REPLACEMENT	$5,000.00 F	$50,000.00 F			
88	UNMARKED ADMIN DEP VEHICLE 4X4(3 YR LEASE)		$11,000.00 T	$11,000.00 T	$11,000.00 T	$11,000.00 T
89	CRUISER/w video	$32,000.00 T	$32,000.00 T	$32,000.00 T	$32,000.00 T	$33,000.00 T
90	CRUISER	$34,000.00 T	$34,000.00 T	$34,000.00 T	$34,000.00 T	$35,000.00 T
91	UNMARKED ADMIN CHIEF VEHICLE	$10,000.00 T				
92	PORTABLE RADIOS (3)			$10,000.00 T		
93	LAP TOP COMPUTER IN CAR REPLACEMENT (4)			$20,000.00 F		
94	BULLET PROOF VEST REPLACEMENT (ALL)	$20,000.00 F				
95	NEW SPEED TRAILER	$8,000.00 F			$8,000.00 F	
96	RADAR EQUIPMENT UPGRADE/REPLACEMENT	$6,000.00 F				
97	DIGITAL VIDEO FOR CRUISERS		$35,000.00 F			
	SUB-TOTAL	$115,000.00	$162,000.00	$107,000.00	$85,000.00	$79,000.00
	FIRE (EQUIP)					
98	REPLACE AMBULANCE (CHG BUY TWO SAME TIME)	$125,000.00 A	$125,000.00 A	$125,000.00 A		
99	ENGINE REPLACEMENT (1992) (5 YR LEASE PUR. $550,000)	$120,000.00 A	$120,000.00 A	$120,000.00 A		
100	SQUAD 1 REPLACEMENT (TRUCK 160)	$40,000.00 A				$40,000.00 A
101	ADMINISTRATIVE VEHICLE DEP/CHIEF) REPLACE			$28,000.00 A		
102	TANKER REPLACEMENT (98)				$250,000.00 A	
103	REPLACE SPECIAL HAZARDS TRUCK (91)			$100,000.00 A		
104	REPLACE COPIER		$8,000.00 A			
105	UPGRADE AIR PACKS - 4.5L	$28,000.00 A				$30,000.00 A
106	THERMAL IMAGER			$10,000.00 A		
107	UPGRADE AND REPLACE TURNOUT GEAR (AS NEEDED)				$10,000.00 A	
108	HYDRANT STANDPIPE SYS -ON SITE WELLS/BURIED TANKS				$12,000.00 A	
109	REPLACE GAS METER		$2,000.00 A			
110	COMPUTER SOFTWARE ENHANCEMENTS	$20,000.00 A			$20,000.00 A	
111	MOBILE/DESKTOP COMPUTER HARDWARE ENHANCEMENT/ADDITIONS			$20,000.00 A		$20,000.00 A
112	FIRE SUPPRESSION UPGRADE/REPLACEMENT/FOAM		$5,000.00 A		$5,000.00 A	
	RESCUE/MEDICAL EQUIP UPGRADE/REPLACEMENT					
113	CARDIAC MONITORS (2)			$30,000.00 A		
114	JAWS/AIR BAGS EXTRACTION EQUIPMENT		$5,000.00 A			$10,000.00 A
115	SPECIALTY GEAR, TURNOUT SUITS, SURVIVAL SUITS	$5,000.00 A			$5,000.00 A	
116	RADIO REPLACEMENT/UPGRADES	$10,000.00 A		$10,000.00 A		
117	FIRE HOSE (VARIOUS SIZES) CONTINUOUS REPL.			$8,000.00 A		
118	PORTABLE GENERATOR (REPLACEMENT)				$2,500.00 A	
119	PORTABLE WATER TANK	$4,000.00 A				$4,000.00 A
	SUB-TOTAL	$352,000.00	$265,000.00	$451,000.00	$304,500.00	$104,000.00
120	RESOURCE LAND MANAGEMENT PLANS		$25,000.00 F	$25,000.00 F		$25,000.00 F
121	LONG RANGE PLAN IMPLEMENTATION ASSISTANCE	$25,000.00 F				
122	LAND ACQUISITION/OPEN SPACE, RECREATION, MAINTENANCE)		$25,000.00 F			
123	LAND ACQUISITION HOUSING/AFFORDABLE HOUSING PURCHASES	$75,000.00 F			$75,000.00 F	
124	COASTAL EROSION PLANNING/MITIGATION	$50,000.00 F		$50,000.00 F		$50,000.00 F
125	MUNICIPAL WASTE WATER/ WATER/PLANNING/IMPLEMENTATION	$2,000,000.00 D		$38,800,000.00 D		$15,500,000.00 D
126	ALTERNATIVE/GREEN ENERGY INITIATIVES		$50,000.00 F			$50,000.00 F
127	FRESH WATER/POND STUDIES - REMEDIATION	$45,000.00 F	$65,000.00 F			
	TOTAL	$5,383,100.00	$4,224,300.00	$40,157,500.00	$1,405,900.00	$17,338,000.00
	TOTAL CAPITAL FUNDS NEEDED BY SOURCE (KEY)					
	F = FREE CASH	$710,100.00	$661,300.00	$649,500.00	$813,400.00	$705,000.00
	C = COMMUNITY PRESERVATION FUND					
	HST = HUMAN SERVICES GIFT FUND		$26,000.00		$26,000.00	
	A = AMBULANCE RECEIPTS	$402,000.00	$305,000.00	$451,000.00	$304,500.00	$104,000.00
	EX = BOAT EXCISE		$5,000.00	$5,000.00	$5,000.00	$5,000.00
	T = TAX LEVY	$216,000.00	$227,000.00	$247,000.00	$257,000.00	$240,000.00
	D = CAPITAL DEBT EXCLUSION	$4,050,000.00	$3,000,000.00	$38,800,000.00	$0.00	$16,250,000.00
	L= LAND ACQUISITION FUND					
	G = GRANT/OTHER					$5,000.00
	CT=CABLE TV REVENUE	$5,000.00		$5,000.00		
	TOTAL	$5,383,100.00	$4,224,300.00	$40,157,500.00	$1,405,900.00	$17,338,000.00

TOWN OF EASTHAM ANNUAL TOWN MEETING WARRANT MAY 6, 2013

ARTICLE 15

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **$101,533** for Eastham's share of capital improvements and equipment to install technology infrastructure and computers; to implement a variety of security measures that were reviewed by local police chiefs; to make repairs as needed in the plumbing, mechanical, electrical and other systems; to purchase a new backstop for the softball field at the Middle School; to make minor repairs at the Central Office building; and to conduct a detailed study of the condition and the efficiency of the HVAC systems at both schools; or take any action relative thereto.

By Nauset Regional School Committee

Summary:
This is a continuation of the capital funding process designed to mirror the capital planning process used by most member towns. The school committee adopts the full five-year plan each year and the single year funding request is forwarded to the town for inclusion in the warrant. The items identified for acquisition this year are listed above. The total cost of all the above projects is $459,000.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 6-0
(Majority vote required)

ARTICLE 16

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **$11,000** to be given to the Eastham Chamber of Commerce as a grant to help support operations of the Information Booth; or take any action relative thereto.

By Board of Selectman/Chamber of Commerce

Summary:
Annually the Town has supported a grant to the Chamber of Commerce to assist in paying for the operation of the Information Booth. This year the amount of the grant has been increased $1,000 over FY13. It is still below the previous year highs of $12,000 and below this year's request of $14,000. This money is used primarily for staff salaries. The Town continues to provide maintenance services and utilities to this town owned property.
BOARD OF SELECTMEN RECOMMENDATION: 4-0-1
FINANCE COMMITTEE RECOMMENDATION: 6-0
(Majority vote required)

ARTICLE 17

To see if the town will vote to authorize the Board of Selectmen to petition the Great and General Court to approve a Home Rule Petition generally stated as follows:

An Act authorizing the town of Eastham to apply the local option room occupancy excise to all seasonal rental properties in the town.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1. Notwithstanding the provisions of any general or special law to the contrary, in addition to the authority to impose a local excise tax upon any transfer of occupancy of any room or rooms as may be set forth in and authorized by Chapter 64G Section 3A of the Massachusetts General Laws or other law, as the same may be amended from time to time, the town of Eastham shall, commencing on the first day of January that begins after the effective date of this Act, be authorized to impose a local excise tax upon the transfer of occupancy of any room in a seasonal rental property or other transient accommodations (rentals for ninety (90) days or less) located within said town by any operator at the rate of four (4) percent of the total amount of rent of each such occupancy.

SECTION 2. For the purposes of this chapter, all terms used herein shall, unless the context requires otherwise, have the same meanings as set forth in G.L. c64G Section 1 of the Massachusetts General Laws;

or take any action relative thereto.

By Board of Selectmen

Summary:
This article was previously voted in May 2010 in the affirmative, and most recently in May 2012, failed to get a majority. It is being offered here for consideration in an effort to have an affirmative vote that supports then petitioning the legislature to allow the assessment and collection of room occupancy tax on private home and certain cottage rentals of less than ninety (90) days. This would equalize the rental environment for private homes and commercial motel and hotels. The estimate of potential revenue assuming ten (10) wks of occupancy at an average rent of $2,000 per week, is between $500,000 and $800,000. Rental periods of more than ninety (90) days would not be taxed.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 6-1-1
(Majority Vote Required)

ARTICLE 18

To see if the Town will vote to appropriate and transfer, pursuant to the provisions of G.L. c44B Section 6 from the FY2014 estimated community preservation revenues to reserves in the following amounts: **$72,798** for open space purposes, **$72,798** for historic preservation purposes **$72,798**, for affordable housing purposes, and **$509,588** to the FY2014 community preservation budgeted reserved for appropriation for a total of **$727,982**, as recommended by the Community Preservation Committee; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:
This article seeks to set aside 10% of the estimated community preservation revenue for open space, historic resources, and affordable community housing, with the remaining estimated revenue reserved for appropriation as required by G.L. Chapter 44B (6).
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 6-0
COMMUNITY PRESERVATION COMMITTEE: 6-0
(Majority vote required)

ARTICLE 19

To see if the Town will vote to transfer and appropriate **$30,000** from the Community Preservation Fund Balance as allowed by law for the purpose of administrative expenses; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:
This article permits the use of $30,000 of the Community Preservation Funds by the committee for administrative purposes. The State Legislation permits up to five percent (5%) of all funds for that purpose. The committee regularly requested $20,000 for this purpose. This year they are planning to undertake some facilitated workshops to assist them in making more strategic use of the funds. Any unused balance each year reverts to the Community Preservation Fund Balance.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 6-0
COMMUNITY PRESERVATION COMMITTEE: 6-0
(Majority vote required)

ARTICLE 20

To see if the Town will vote to transfer from the Community Preservation Open Space Reserves the sum of **$220,000** to **Eastham** Water Management Committee for the purpose of protection of an open space resource by funding the necessary permits and hiring consultants for remediation, by alum treatment, of unhealthy phosphorus levels in Great Pond with said funds to spent under the direction of the Health Agent; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:
This grant requested by the Water Management Committee would be used for alum treatment to reduce phosphorus in Great Pond. Excess phosphorus causes excessive plant and algal growth, decreasing the Pond's

aesthetics for recreational users and threatening the habitat of aquatic life, especially, cold-water fishes. Great Pond is Eastham's most used pond and listed in the Eastham Ponds Action Plan as the remaining highest priority pond for remediation and the pond most likely to be restored through alum treatment.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 6-0
COMMUNITY PRESERVATION COMMITTEE: 5-0-1
(Majority vote required)

ARTICLE 21

To see if the Town will vote to transfer from Community Preservation Historic Preservation Reserves, the sum of **$18,424**, to the town of Eastham for expenditure under the direction of the Town Clerk, for the purpose of providing climate control equipment to enhance the long term of vital records including but not limited to historical documents of both the Town Clerk and the Town Treasurer/Tax Collector; or take any action relative thereto.

By Town Clerk/Community Preservation Committee

Summary:
Over the past few years, Town Meeting approved the use of Community Preservation funds to preserve and store historic documents belonging to the town. In continuing this project, the Town Clerk requests $18,424 to purchase a climate control unit for the Clerk's large storage vault that would meet standards set by the Massachusetts State Archives Records Management unit to maintain the temperature and humidity required to preserve the town's important documents.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 6-0
COMMUNITY PRESERVATION COMMITTEE: 6-0
(Majority vote required)

ARTICLE 22

To see if the Town will vote to transfer from Community Preservation Open Space Reserves, the sum of **$25,000** to the PACE Committee for expenditure under the direction of the Beach and Recreation Administrator for the purpose of providing additional Handicapped Access via the use of Mobi-Mat or similar material in the area of Bee's River (aka Hatch's Beach); or take any action relative thereto.

By PACE/Community Preservation Committee

Summary:
The Public Access Committee requests $25,000 to purchase a rubberized walkway mat, to be placed from the far end of First Encounter Beach parking lot to Bees River (aka Hatch's Beach) at Herring River. The walkway will, beginning in the summer of 2013, expand the existing accessibility program that the town has begun at several bay beaches by providing expanded opportunities for persons who are disabled or have difficulty walking on soft sand or uneven terrain use a greater portion of First Encounter Beach. First Encounter Beach is the town's busiest bay beach with more than 1,000 visitors daily.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 6-0
COMMUNITY PRESERVATION COMMITTEE: 6-0
(Majority vote required)

ARTICLE 23

To see if the Town will vote to transfer **$659,950** from the Community Preservation Affordable Housing Fund Reserves and/or the unrestricted reserves, to the Town of Eastham Affordable Housing Trust for the purpose of purchasing existing housing units in Eastham and converting those to affordable rental units; or take any action relative thereto.

By Affordable Housing Trust/Community Preservation Committee

Summary:
The Eastham Affordable Housing Trust requests $659,950 to purchase existing housing to convert to deed restricted affordable rental units. The units are expected to serve up to six (6) households, or an average of fourteen (14) residents per year. There are an estimated sixty-seven (67) Eastham households on waiting lists for affordable rental housing and dozens of young persons leaving Eastham because they cannot afford housing. Only sixteen (16) affordable rental units are listed on Eastham's Subsidized Housing Inventory.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 6-0
COMMUNITY PRESERVATION COMMITTEE: 6-0
(Majority vote required)

ARTICLE 24

To see if the Town will vote to change the purpose for which two parcels of town-owned land described below are held, as follows:

> Parcel A - 4300 State Highway, Assessors Map 8, Parcel 147 and 147A, (a/k/a Purcell Property) from being held for general municipal purposes including affordable housing to being held for general municipal purposes, affordable housing and up to seven (7) acres, for conveyance;
>
> Parcel B - land located off located off Ballwic Road, (formerly known as Forest Ave) Assessors Map 12, Parcel 211B, from being held for school purposes to being held for general municipal purposes, affordable housing and up to nine (9) acres for conveyance; and further,

to transfer **$300,000** from the Community Preservation Affordable Housing Fund Reserves and/or the unrestricted reserves, to the Town of Eastham Affordable Housing Trust for the purpose of hiring as necessary outside consultants to complete pre-development activities on said parcels, including, but not limited to, permitting, soil testing, architectural and engineering services, and further,

to authorize the Board of Selectmen to convey the portions of said parcels) to the Affordable Housing Trust for construction of up to seven (7) acres of land to be developed into no more than twenty-one (21) bedrooms of low and moderate-income housing on Parcel A, and up to nine (9) acres of land to be developed into no more than eighteen (18) bedrooms of low and moderate-income housing on Parcel B,and under such additional terms and conditions as the Board of Selectmen may determine; or take any action relative thereto.

By Affordable Housing Trust/Community Preservation Committee

Summary:
The Eastham Affordable Housing Trust is requesting $300,000 to fund pre-development activities for two (2) affordable housing rental initiatives to serve families and/or seniors. Pre-development costs include engineering, environmental testing, administrative and architectural costs. Between twenty-four (24) and fifty-five (55) rental units are planned for development. The Community Preservation Committee supports the transfer of up to 50% of the acreage of these two parcels for this purpose, reserving the remaining acreage for other purposes consistent with Eastham's Local Comprehensive Plan and North Eastham Village Center Plan.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 6-0
COMMUNITY PRESERVATION COMMITTEE: 6-0
(2/3rds Majority vote required)

ARTICLE 25

To see if the Town will vote to transfer **$20,000** from the Community Preservation Open Space Fund Balance to the Open Space Committee to be spent under the direction of the Beach and Recreation Administrator, for the purpose of constructing pathways, benches and other amenities on land located off Sandy Meadow Way to serve passive recreation users of the parcel; or take any other action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:
The Open Space Committee requests $20,000 to improve accessibility and protect habitat at Sandy Meadows. Plans include trail improvements, including hardening material on portions of a trail for improved

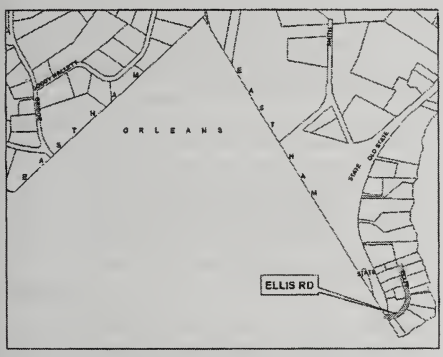
handicapped accessibility, installation of one or more benches, trail markers and erosion control of the central mound.
BOARD OF SELECTMEN RECOMMENDATION: 1-4 (opposed)
FINANCE COMMITTEE RECOMMENDATION: 6-0
COMMUNITY PRESERVATION COMMITTEE: 6-0
(Majority vote required)

ARTICLE 26

To see if the town will vote to layout and accept as a town way, Ellis Road, Plan Book 15 Page 113, and described in Deed book 540, Page 441 and as shown on a plan entitled Plan of Land Ellis Road Eastham, MA. Scale 1"=40' and dated January 18, 2013, prepared by Timothy J. Brady P.L.S. of East Cape Engineering, 44 Route 28, Orleans, MA, or take any action relative thereto.

By Board of Selectmen

Summary:
Ellis Road was laid out as a town road in the 1930's. Technically, the order was defective in that ownership of the road by the grantee was not confirmed. We reconstructed the road with the expectation of a federal grant to reimburse us $85,000 of the cost. In order to receive the grant funds, we need to have Town Counsel confirm the town as owner of the road. This cannot be done due to a defect in the original taking order. We are asking that town meeting revote the layout of this road and thereby confirm ownership by the town.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 5-0
(Majority vote required)



ARTICLE 27

To see if the town will vote to amend the Town of Eastham Animal Control Bylaw, Section 17-13 A, (1) to remove the words "1) First Offense: written warning" and to replace them with the words "(1) First offense: $50" so that it reads as follows:

> 17-13A "Any person who violates any provision of this by law shall be subject to the following penalties, in addition to any other available penalty or remedy at law or in equity: "
>
> 1. First offense: $50
> 2. Second and Subsequent offenses: $100"

or take any action relative thereto.

By Town Clerk/Police Department

Summary:
The purpose of this change is to streamline the enforcement operation and allow for a more efficient administrative process. Currently, the cost for the issuance of written warnings and its lack of impact on modifying behavior and obtaining voluntary compliance makes this law change logical and necessary.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION 4-2
(Majority vote required)

ARTICLE 28

To see if the town will vote to amend the existing Town of Eastham Bylaws, Section 114, adding a new section to read as follows:

> It shall be required that all properties and especially corner lots maintain vegetation and man-made structures or barriers which encroach onto public property so that safe sight lines are maintained on public pedestrian and vehicular ways;

or take any action relative thereto.

By Board of Selectmen/Police Department

Summary:
The purpose of this by law change is to require the removal of vegetation and other visual obstructions originating on private property that encroach onto pedestrian and vehicular ways or impair the line of sight of ongoing vehicles or pedestrians creating unsafe or dangerous situations.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 6-0
(Majority vote required)

ARTICLE 29

To see if the town will vote to appropriate and transfer the sum of $10,000 from Fiscal Year 12 Hotel Motel Excise Tax (free cash so called), in accordance with Annual Town Meeting Article 26, May 4, 1998, to the Eastham Promotions Fund to be expended by the Visitor Services Board on the following items: Landscaping, lighting, and holiday decorations on Windmill Green $1,000, Christmas Lights/banners $2,500, Flower Island support $500, Summer concerts, $6,000, and brick work on Green $2,000; or take any action relative thereto.

By Visitor Services Board

Summary:
This is an annual article to fund activities of the Visitor's Services Board, which enhance and promote tourism in the Town.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 7-0
(Majority vote required)

ARTICLE 30

To see if the Town will vote to amend *Section III – Definitions*, of the *Town of Eastham Zoning By-laws* by deleting the existing definition, which states:

> "OUTSIDE DISPLAY -- Goods displayed in conjunction with business or retail trade, by permit from the Special Permit Granting Authority."

and replace it with the following:

> "Placement or maintenance of goods or other items, including display racks and similar accessories, exterior to a building housing a commercial use on the same site, for the purpose of advertising or displaying the sale of goods or services within the building."

further, to see if the Town will vote to amend *Section XIII – Site Plan Approval – Special Permit, paragraph B.1, of the Town of Eastham Zoning By-laws*, by adding the following new sub-paragraph E:

> "E. Outside Displays
>
> 1. Outside display of devices, goods or other objects for sale, rent or for the promotion of the business outside, if kept in place after daily business hours, shall require a Special Permit from the Planning Board, subject to conditions.
> 2. No Special Permit is required for Outside Display limited to the hours of operation of the commercial

use to which such Display relates, provided that said Display:

a. Shall be set back a minimum of five (5) feet from all property lines and shall not exceed six (6) feet in height; except for motor vehicles and boats, which may be up to ten (10) feet in height.
b. Shall not obstruct safe entry, egress and sight lines within or external to the site or access by public safety or emergency vehicles to the property or the building, as determined and enforced by the Police Chief and Fire Chief;
c. Shall not obstruct the safe or convenient flow of vehicular or pedestrian traffic within or external to the site or abutting properties or other businesses within the same property; and,
d. Shall not reduce the effective use of the required number of parking spaces or be detrimental to the required landscaping according to the Zoning By-laws."

or take any action relative thereto.

By Planning Board

Summary:
This article, if passed, would amend *Section III – Definitions, of the Town of Eastham's Zoning By-laws*, to clarify the definition. In addition, this article would amend *Section XIII – Site Plan Approval – Special Permit*, of the *Town of Eastham's Zoning By-laws*, to add outside displays as a use that requires a Special Permit from the Planning Board if a business leaves devices or objects for sale, rent or for the promotion of the business outside after daily business hours. Currently, "outside display" is defined within the By-law and there are no clear parameters for regulation. This would make regulation of Outside Displays part of the Site Plan Approval – Special Permit process, rather than requiring approval from the Zoning Board of Appeals (as it currently stands) or regulation by enforcement of the Sign Code. Examples of devices or objects that by their very nature shall be considered outside displays include, but are not limited to, motor vehicles, boats, lawnmowers, lawn furniture, and bicycles.
BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: 5-1
PLANNING BOARD: 6-0
(*2/3rds vote required*)

ARTICLE 31

To see if the Town will vote to amend *Section XIII – Site Plan Approval – Special Permit, of the Town of Eastham Zoning By-laws*, to add the following subparagraph 3. to paragraph F. Required Site Plan Contents:

3. Upon written request by the Applicant, the Planning Board may waive strict compliance with the requirements of this Section F.1.and 2. where it determines that not all requirements are necessary for proper review of the application and that the Site Plan Criteria of Section G., below, are adequately met. The written request shall specify the item(s) for which waivers are being sought.

or take any action relative thereto.

By Planning Board

Summary:
This article amends *Section XIII - Site Plan Approval - Special Permit* of the *Town of Eastham's Zoning By-laws* to allow the Planning Board to waive strict compliance with the site plan content requirements upon written request from the applicant. This provision is in place for Residential Site Plan Approval applicants and the by-law change would permit the same exemption for Commercial Site Plan Approval applicants.
BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: 6-0
PLANNING BOARD: 6-0
(*2/3rds vote required*)

ARTICLE 32

To see if the Town will vote to amend *Section XIV – Site Plan Approval – Residential, of the Town of Eastham Zoning By-laws*, to replace paragraph "D. Procedures", with the following paragraph:

"D. WAIVERS:
The intent of site plan approval is to insure that any development, which may have significant impacts upon the abutting land, is reviewed for the purpose of assuring compliance with the Zoning By-law as well as to minimize negative effects on abutters and the community at large. When in the opinion of the Planning Board, the alteration or reconstruction of a structure does not substantially change the relationship of the structure to the site and to abutting properties and structures, the Planning Board may determine, without a public hearing, that submission of a site plan for Residential Site Plan Approval is not required. Upon application on a form approved by the Planning Board and the application fee effective at the time of the application, such a determination may be made by an affirmative vote of a majority of the Planning Board present, and in no event less than four members, and all abutters must be notified by certified mail, return receipt requested, at least seven days prior to the meeting at which such vote is to be taken. The involved structure shall be as shown on a site plan previously approved under this section or on a plan showing, at a minimum, the following information

Property Owner(s);
Map and parcel numbers;
The location and boundaries of the lot;
Existing and Proposed Structures in plain view, including dimensions; and,
Building setback lines.

Such plan, with all proposed changes shown thereon, shall be included with the application for waiver. Notice of final action shall be sent to the Inspector of Buildings, Town Clerk and to the applicant. "

Further, subsequent paragraphs shall be assigned new letters accordingly, as follows, without any change to existing content:

"E."	PROCEDURES
"F."	STANDARDS AND CRITERIA
"G."	FINAL ACTION
"H."	APPEAL
"I."	ENFORCEMENT

or take any action relative thereto.

By Planning Board

Summary:
This article amends the *Section XIV - Site Plan Approval - Residential* of the *Town of Eastham's Zoning By-laws* to add a waiver provision very similar to the one that currently exists for Site Plan Approval-Special Permit (Commercial) projects, to allow the Planning Board to grant waivers from all or portions of the Residential Site Plan Approval requirements for projects that do not substantially change the relationship of the structure to the site and/or to abutting properties and structures, including but not limited to intensity of use. Such projects may include, but are not necessarily limited to, work within basements that do not impact the exterior of the building, minor exterior projects that do not substantially impact the site or surrounding environment, and projects that have been previously approved and for which permits have lapsed and there is no change to the project scope.
BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: 5-0
PLANNING BOARD: 6-0
(*2/3rds vote required*)

TOWN OF EASTHAM ANNUAL TOWN MEETING WARRANT MAY 6, 2013

ARTICLE 33

To see if the Town will vote to delete in its entirety, SECTION *VII – Accessory Uses,* of the *Town of Eastham Zoning By-laws, paragraph C.,* and replace it with the following:

"C. Accessory Dwelling Units:

For the purpose of promoting the development of affordable rental housing in Eastham for year-round residents, one accessory dwelling unit per lot may be allowed by Special Permit from the Planning Board subject to the standards and conditions listed below:

1. Accessory dwelling units shall not be allowed on lots with less than 20,000 square feet of contiguous upland. For lots containing 20,000 to 30,000 square feet there shall be no more than three bedrooms combined for both units. For lots containing more than 30,000 square feet, there shall be no more than one (1) bedroom per 10,000 sf.

2. The owner of the property must occupy as a primary residence either the principal or the accessory dwelling. For the purpose of this section, the "owner" shall be one or more individuals residing in a dwelling who hold legal or beneficial title and for whom the dwelling is the primary residence confirmed by listing on the annual town census.

3. Accessory units created under this by-law shall be either deed restricted to allow only tenants whose verified income is less than or equal to 80% of Median Family Income (MFI) or non-deed restricted to allow only tenants whose verified income is less than or equal to 120% of Median Family Income, to remain affordable, as defined by the guidelines in number 9, below.

4. Accessory units shall not be larger than 1200 square feet or fifty (50) percent of the site coverage of the principal dwelling, whichever is smaller.

5. No more than twelve (12) additional accessory dwelling units may be approved within the town's boundaries in any calendar year. Completed applications shall be reviewed in the order in which they are received.

6. Site Requirements:
   a. Accessory dwelling units may be within, attached to a principal dwelling, garage, or be located in detached unit.
   b. Accessory dwelling units shall be designed to be compatible with existing site and neighborhood conditions.
   c. Septic systems are required to meet the then current Title 5 standards, the Eastham Board of Health regulations and/or shall receive all necessary approvals from the Board of Health.

7. No accessory unit shall be separated by ownership from the principal dwelling.

8. An application for official registration of the affordable accessory dwelling unit shall be made in writing by the property owner to the Building Inspector and renewed annually thereafter, including all necessary documentation to confirm eligibility.

9. All occupant(s) of the rental dwelling unit shall upon initial application by the property owner and annually thereafter, submit necessary documentation to confirm their eligibility for the dwelling unit. Specifically, all dwelling units must be rented to those meeting the guidelines for a low or moderate-income family. For the purpose of this section, low income families shall have an income less than eighty (80) percent of the Barnstable County Median Family Income (MFI), and moderate income families shall have an income between eighty (80) and one-hundred-twenty (120) percent of the Barnstable County Median Family Income (MFI), as determined by the United States Department of Housing and Urban Development (HUD) Published Income Guidelines, and as may from time to time be amended.

10. Maximum rents shall be established in accordance with HUD Published Fair Market Rental Guidelines. Property owners are required as part of the Special Permit application to submit information on the rents to be charged. Each year thereafter, they shall submit information on annual rents charged. Forms for this purpose shall be provided by the town. Rents may be adjusted annually in accordance with amendments to the Fair Market Rental Guidelines.

11. No deed-restricted accessory apartment shall be occupied until a recorded copy of said deed restriction is provided to the Building Inspector."

or take any action relative thereto.

By Planning Board

Summary:

This article, if passed, would amend *Section VII – Accessory Uses of the Town of Eastham's Zoning By-laws* to replace the existing accessory dwelling with a revised bylaw that better fosters the development of legal, safe and economically affordable accessory dwelling units that would serve a greater number of citizens. The proposed bylaw amendment would provide greater incentives for creating and utilizing accessory dwelling units that are affordable for low and moderate-income residents. It would also provide greater flexibility to resident homeowners seeking to create affordable housing in town, increase opportunities for income (from rental fees), provide an increased ability to house adult children, aging elders, and young families, and provide the additional security that having additional people on the property can bring. This would also help to ensure that accessory dwelling units are legal and meet safety and code requirements.

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: 5-0
PLANNING BOARD: 6-0
(2/3rds vote required)

ARTICLE 34

To see if the Town will vote to approve the Eastham Local Comprehensive Plan Third Addition–2012, including technical amendments to the previously certified plan as directed by the Cape Cod Commission, and forward said revised plan for Final Certification by the Cape Cod Commission; or take any action relative thereto.

By Planning Board

Summary:

The Cape Cod Commission requires Eastham to maintain and update a plan that addresses all aspects of our community. At Annual Town Meeting in May 2012, the preliminarily certified plan was presented and approved at Town Meeting and subsequently sent to the Cape Cod Commission for final approval. After completing its review process, the Cape Cod Commission directed the town to make some final technical amendments to the plan and to submit this revised plan for Town Meeting approval. If approved by the town, the final plan will be sent to the Cape Cod Commission for final certification.

BOARD OF SELECTMEN: 5-0
FINANCE COMMITTEE: 7-0
PLANNING BOARD: 6-0
(2/3rds vote required)

ARTICLE 35

To see if the Town will vote to lay out and define Hay Road from Governor Prence Road to Deacon Paine Road and to grade and maintain that portion of Hay Road as a town way; or take any action relative thereto.

By Petition

Summary:

While Hay Road is noted on several plans filed at Registry and Land Court as a 40' town way, we cannot locate a town meeting vote laying out and accepting the way from Governor Prence to Deacon Paine. Should this article pass, the Town may grade and maintain this section as with any other town road.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 5-1
(2/3rds vote required)

TOWN OF EASTHAM ANNUAL TOWN MEETING WARRANT MAY 6, 2013

ARTICLE 36

To see if the town will vote to amend the Eastham Zoning Bylaw as follows:

Add the words AGRICULTURE AND FARMING to the list of approved uses to the parcel of land described as B-41, Lot #08-147 and more commonly known as the "Purcell Property".

or take any action relative thereto.

By Petition

BOARD OF SELECTMEN RECOMMENDATION: 0-5
FINANCE COMMITTEE RECOMMENDATION: 0-6
PLANNING BOARD RECOMMENDATION: 0-6
(2/3 rds vote required)

RESOLUTION

Petition for a Nonbinding Public Opinion advisory Question for the Eastham Spring 2013 Ballot

Whereas, Massachusetts emergency management Agency (MEMA) Director Kurt Schwartz has acknowledged that Cape residents and visitors are "in harms way" in the event of a radiological accident at the Pilgrim Nuclear Power Station in Plymouth:

Whereas, MEMA has determined that Cape residents and visitors will not be evacuated but plans to relocate Cape citizens after exposure to dangerous radioactive materials released in an accident;

Whereas, citizens of the town of Eastham find this State response to Pilgrims threat to our health and safety unacceptable and in violation of the public trust;

Therefore, be it resolved that we the people of Eastham respectfully request Governor Deval Patrick to call upon the Nuclear Regulatory Commission to uphold their mandate to shut Entergy's Pilgrim Nuclear Power Station in Plymouth because the public safety, particularly Cape and islands residents and visitors, cannot be assured.

ARTICLE 37

To see if the Town will accept the published reports of the Town officers as printed and made available to the public in the 2012 Town of Eastham Annual Report, and to hear any unpublished reports of committees and to do or act on anything which may legally come before this meeting.

APPENDIX A -ARTICLE 7
ESTIMATED DEBT REPAYMENT SCHEDULE*

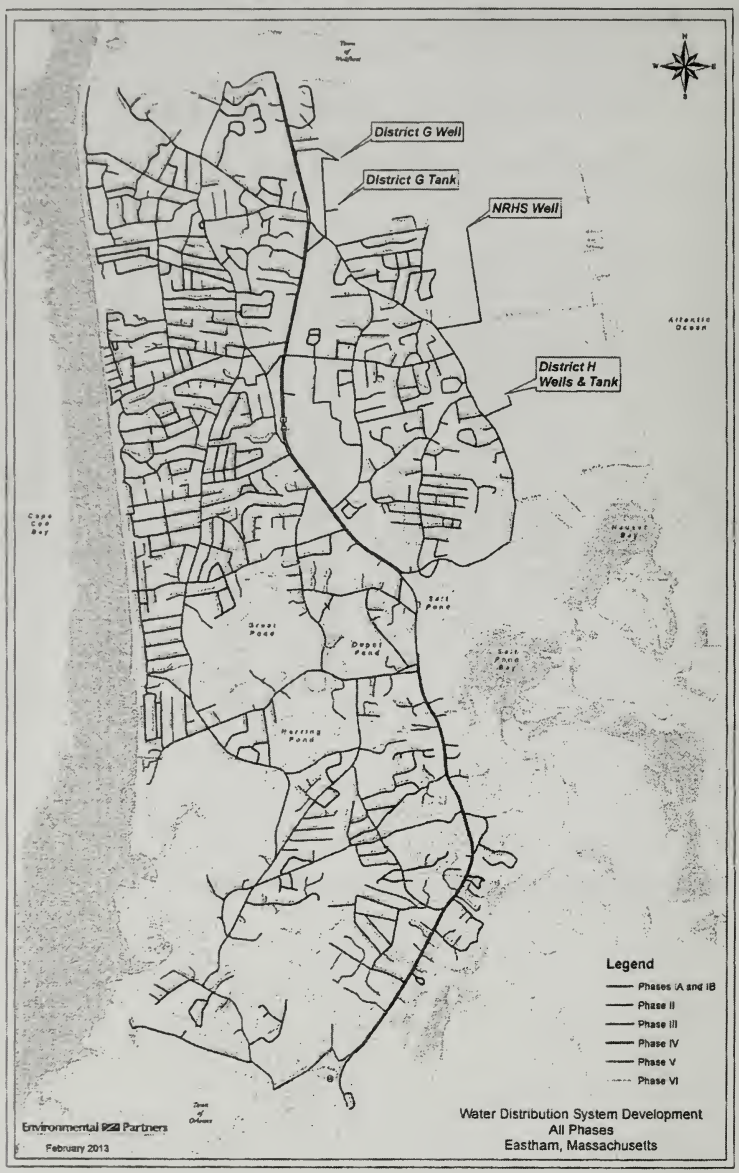
SUMMARY WATER BORROWING AT 2% PAYBACK TERM TWENTY YEARS

FY	2016 Borrowing	2018 Borrowing	2020 Borrowing	2022 Borrowing	2024 Borrowing	2026 Borrowing	Totals	PER THOUSAND	400K HSE
2015							$ -		
2016	2,856,000.00						$ 2,856,000	$0.99	$396.98
2017	2,815,200.00						$ 2,815,200	$0.97	$389.36
2018	2,774,400.00	$ 1,085,000					$ 3,859,400	$1.33	$531.13
2019	2,733,600.00	$ 1,069,500					$ 3,803,100	$1.30	$520.77
2020	2,692,800.00	$ 1,054,000	$ 1,393,000				$ 5,139,800	$1.75	$700.31
2021	2,652,000.00	$ 1,038,500	$ 1,373,100				$ 5,063,600	$1.71	$683.10
2022	2,611,200.00	$ 1,023,000	$ 1,353,200	$ 1,141,000			$ 6,128,400	$2.05	$818.56
2023	2,570,400.00	$ 1,007,500	$ 1,333,300	$ 1,124,700			$ 6,035,900	$2.00	$798.22
2024	2,529,600.00	$ 992,000	$ 1,313,400	$ 1,108,400	$ 1,274,000		$ 7,217,400	$2.36	$945.02
2025	2,488,800.00	$ 976,500	$ 1,293,500	$ 1,092,100	$ 1,255,800		$ 7,106,700	$2.31	$925.90
2026	**2,448,000.00**	**$ 961,000**	**$1,273,600**	**$1,075,800**	**$1,237,600**	**$ 287,000**	**$ 7,283,000**	$2.35	$939.47
2027	2,407,200.00	$ 945,500	$ 1,253,700	$ 1,059,500	$ 1,219,400	$ 282,900	$ 7,168,200	$2.30	$920.06
2028	2,366,400.00	$ 930,000	$ 1,233,800	$ 1,043,200	$ 1,201,200	$ 278,800	$ 7,053,400	$2.24	$896.36
2029	2,325,600.00	$ 914,500	$ 1,213,900	$ 1,026,900	$ 1,183,000	$ 274,700	$ 6,938,600	$2.18	$873 04
2030	2,284,800.00	$ 899,000	$ 1,194,000	$ 1,010,600	$ 1,164,800	$ 270,600	$ 6,823,800	$2.13	$850.10
2031	2,244,000.00	$ 883,500	$ 1,174,100	$ 994,300	$ 1,146,600	$ 266,500	$ 6,709,000	$2.07	$827.52
2032	2,203,200.00	$ 868,000	$ 1,154,200	$ 978,000	$ 1,128,400	$ 262,400	$ 6,594,200	$2.01	$805.31
2033	2,162,400.00	$ 852,500	$ 1,134,300	$ 961,700	$ 1,110,200	$ 258,300	$ 6,479,400	$1.97	$787.35
2034	2,121,600.00	$ 837,000	$ 1,114,400	$ 945,400	$ 1,092,000	$ 254,200	$ 6,364,600	$1.91	$765.74
2035	2,080,800.00	$ 821,500	$ 1,094,500	$ 929,100	$ 1,073,800	$ 250,100	$ 6,249,800	$1.87	$748.19
2036		$ 806,000	$ 1,074,600	$ 912,800	$ 1,055,600	$ 246,000	$ 4,095,000	$1.21	$485.38
2037		$ 790,500	$ 1,054,700	$ 896,500	$ 1,037,400	$ 241,900	$ 4,021,000	$1.19	$474.23
2038			$ 1,034,800	$ 880,200	$ 1,019,200	$ 237,800	$ 3,172,000	$0 93	$370.40
2039			$ 1,014,900	$ 863,900	$ 1,001,000	$ 233,700	$ 3,113,500	$0.90	$361.76
2040				$ 847,600	$ 982,800	$ 229,600	$ 2,060,000	$0.59	$236.98
2041				$ 831,300	$ 964,600	$ 225,500	$ 2,021,400	$0.58	$231.39
2042					$ 946,400	$ 221,400	$ 1,167,800	$0.33	$132.35
2043					$ 928,200	$ 217,300	$ 1,145,500	$0.32	$129.18
2044						$ 213,200	$ 213,200	$0.06	$23 80
2045						$ 209,100	$ 209,100	$0.06	$23.23
						TOTAL	$ 138,908,000		$17,591.23
								annual avg	$586.37
								daily avg	$1.61

**NOTE: Please note that this schedule will be subject to actual bond rates and loan terms at time of borrowing.*

TOWN OF EASTHAM ANNUAL TOWN MEETING WARRANT MAY 6, 2013

ARTICLE 7 SYSTEM MAP



TOWN OF EASTHAM ANNUAL TOWN MEETING WARRANT MAY 6, 2013

You are directed to serve this Warrant by posting attested copies thereof at the Post Office in Eastham and North Eastham fourteen days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.

Given under our hands and seals this 16th day of April in the year of our Lord, Two Thousand and Thirteen.

Linda S. Burt

Aimee Eckman
Chair

Martin McDonald

Wallace Adams
Clerk

John Knight
Vice Chair

BOARD OF SELECTMEN

Greetings:

In a pursuance of the conditions of the foregoing warrant, I have posted attested copies, one each at the Post Office in Eastham and North Eastham fourteen days before time of said meeting.

Constable

A True Copy Attest:

Lillian Lamperti, Town Clerk

NOTES

TOWN OF EASTHAM ANNUAL TOWN MEETING WARRANT MAY 6, 2013

PROCEDURES FOR TOWN MEETING

In accordance with Section 2-8-2 of the Eastham Town Charter, the following procedures will be followed:

1. The Open Town Meeting shall be the Legislative branch of the municipal government of the Town of Eastham, as set forth in the Charter, Section 1-6.

2. Every registered voter wishing to speak at Town Meeting shall proceed to one of the available microphones. Once recognized the voter shall give his or her name and address, speak to the question for not more than three minutes, and shall not speak again until all those wishing to speak thereon have done so. See Section 2-8-3 of the Charter for exceptions-persons making the motion and persons required to be in attendance under Section 2-8-1.

3. Eastham taxpayers who are not registered voters may only speak at Town Meeting if permitted by majority consent of voters. Consent will be requested when any non-resident has identified himself/herself in advance to the Moderator.

4. Registered voters will be seated first. Special seating may be available for non-registered parties; however, that seating will be made available only after the Town Clerk has determined that there are an adequate number of seats for all registered voters in attendance. Voters who sit in the Non-Voter Section will not have their votes counted.

5. Discussion on each article in the Town Warrant shall terminate when there is no one wishing to speak on said article or the discussion becomes redundant in the opinion of the Moderator, or someone is recognized and moves the question, or a motion to limit or extend debate has been approved by a 2/3 vote of Town Meeting.

6. Votes may be taken by voice (Majority to be determined by the Moderator) or by a show of hands. Articles or motions requiring a 2/3 vote will be by hand count or standing count, at moderator's discretion, unless unanimous. It takes seven Town Meeting members to question the results of a voice vote. If seven so question the results of a voice vote, we will move to an immediate hand count.

7. An article may be reconsidered, on the same day, no more than sixty (60) minutes from the time the vote on such article is declared by the Moderator. The Town Clerk's minutes shall record such times.

8. TOWN MEETING TIME, A Handbook of Parliamentary Law, Third Edition, 2001, published by and for the Massachusetts Moderators Association, is the parliamentary handbook that will be used to guide Eastham Town Meetings.

9. The only persons allowed in the foyer at Town Meeting will be Registrars, Checkers and voters. Persons with handouts of any nature must be outside the building or in a designated area.

These provisions address issues that commonly arise at Town Meeting, but do not purport to address all issues that may arise.

PLEASE BE COURTEOUS
ALLOW EACH SPEAKER TO PRESENT THEIR IDEAS
WITHOUT INTERRUPTION

Minutes for the Annual Town Meeting held May 6, 2013

Pursuant to the provisions of the foregoing warrant, the voters assembled at the Nauset Regional High School Gymnasium to vote on the following articles with actions as noted. The Moderator called the meeting to order at 7:15 p.m. with a quorum of 209 voters present. The Town Clerk read the call of Town Meeting.

Article 1. A motion was made and seconded by the Board of Selectmen to raise and appropriate $1,700 for the Greenhead Fly Control as authorized by G.L. c.252 §24, and authorize the Town Treasurer to pay said appropriation into the State Treasury.

Passed – Declared majority voice vote by Moderator

Article 2. A motion was made and seconded by the Board of Selectmen to assume liability in the manner provided in Section 29 and 29A of Chapter 91 of the General Laws as most recently amended for all damages that may be incurred by the Department of Environmental Protection of Massachusetts for the improvement, development, maintenance and protection of tidal and non-tidal rivers and streams, great ponds, harbors, tidewaters, foreshore and shores along a beach, in accordance with G.L. c.91, Section II, and authorize the Selectmen to execute and deliver a bond of indemnity therefore to the Commonwealth of Massachusetts.

Passed – Declared majority voice vote by Moderator

Article 3. A motion was made and seconded by the Board of Selectmen to accept the provisions of G.L. Chapter 71, Section 16B which would reallocate the sum of member towns' funding obligation for the Nauset Regional School District in accordance with the Regional Agreement rather than the Education Reform Formula, so-called for Fiscal Year 2015.

Passed – Declared majority voice vote by Moderator

Article 4. A motion was made and seconded by the Board of Selectmen to transfer $251,646 to the following accounts voted as Article 12 at the May 2012 Annual Town Meeting:

$16,000 from Line 35 Dispatch Salaries to Line 29 Police Salaries

$130,646 from Free Cash in the following amounts, to the following account;

- $19,166 to Line 52 Snow and Sand Expense; and
- $16,000 to Line 62, Council on Aging Salaries; and
- $20,000 to Line 11, Legal Expenses; and
- $27,480 to Deficit Storm Account; and
- $48,000 to Line 32, Fire Salary;

and further transfer $105,000 from Article 13, Annual Town Meeting May 2012 Line 20 Fire Engine Replacement to Line 32 Fire Salaries; to meet the remaining expenses of Fiscal year 2013.

Passed – Declared majority voice vote by Moderator

Article 5. A motion was made and seconded by the Board of Selectmen to transfer from the Stabilization Fund the sum of $100,000 to pay unanticipated costs incurred associated with the investigation, reporting and remediation efforts required by DEP relative to the suspected landfill plume contamination of private wells.

Passed – Declared necessary 2/3rds majority voice vote by Moderator

Article 6. A motion was made and seconded by the Board of Selectmen to transfer from Free cash so called the sum of $5,349 to pay prior year unpaid bill: past due fuel excise taxes for FY12.

Passed – Declared necessary 4/5ths majority voice vote by Moderator

Article 7. A motion was made and seconded by the Board of Selectmen to establish a town-wide water supply and water distributing system pursuant to Chapter 40, Section 39A of the General Laws;

That $114,800,000 is appropriated to pay costs of establishing such water supply and distribution system, including, without limitation, the costs of taking or purchasing water sources or water or flowage rights, the taking or purchasing of land or easements for the water system or for the protection of the water system or water sources, the construction and development of wells, the construction of water towers, the construction of buildings for water treatment and pumping stations, the laying and relaying of water mains, the purchase and installation of water meters, fire hydrants and other water department equipment, and design and engineering and other costs incidental thereto, and including without limitation all costs thereof as defined in Section 1 of Chapter 29C of the General Laws;

That to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $114,800,000 under and pursuant to Chapter 44 and/or Chapter 29C of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefore;

Provided, however, that of the appropriation, $38,8000,000 shall be contingent upon the passage of a debt exclusion under Massachusetts General Laws Chapter 59, Section 21C(k);

That the Treasurer with the approval of the Board of Selectmen is authorized to borrow all or a portion of such amount from the Massachusetts Water Pollution Abatement Trust (the "Trust") established pursuant to Chapter 29C of the General Laws, and in connection therewith to enter into one or more loan agreements and/or security agreements with the Trust and otherwise to contract with the Trust and the Department of Environmental Protection with respect to any loan or loans obtained through the Trust, and for any federal or state aid available for the project or for the financing thereof; and

That the Board of Selectmen is authorized to enter into a project regulatory agreement with the Department of Environmental Protection, to expend all funds available for the project and to take any other action necessary to carry out the project;

That, in accordance with Chapter 40, Section 39A of the General Laws, the Board of Selectmen is hereby authorized to act as water commissioners and to exercise all of the powers of water commissioners pursuant to Chapter 41, Section 69A of the General Laws; and

That the Town hereby accepts the provisions of Chapter 40, Section 42A through 42F of the General Laws to authorize the collection of water rates.

A motion was made and seconded to end debate
Passed – Declared necessary 2/3rds majority voice vote by Moderator

Article failed to pass necessary 2/3rds majority as declared by Moderator
Count 685 Yes 392 No

A motion to amend Article 7 was made by a member of the Finance Committee and seconded that the Town hereby establishes a municipal water supply and water distributing system pursuant to Chapter 40, Section 39A of the General Laws and as shown on a plan entitled Water Distribution System Development, Phase 1A and 1B, Eastham Mass, dated February 2013.

That $40,800,000 is appropriated to pay costs of establishing such water supply and distribution system, including, without limitation, the costs of taking or purchasing water sources or water or flowage rights, the taking or purchasing of land or easements for the water system or for the protection of the water system or water sources, the construction and development of wells, the construction of water towers, the construction of buildings for water treatment and pumping stations, the laying and relaying of water mains, the purchase and installation of water meters, fire hydrants and other water department equipment, and design and engineering and other costs incidental thereto, and including without limitation all costs thereof as defined in Section 1 of Chapter 29C of the General Laws;

That to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $40,000,000 under and pursuant to Chapter 44 and/or Chapter29C of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefore;

That the Treasurer with the approval of the Board of Selectmen is authorized to borrow all or a portion of such amount from the Massachusetts Water Pollution Abatement Trust (the "Trust") established pursuant to Chapter 29C of the General Laws, and in connection therewith to enter into one or more loan agreements and/or security agreements with the Trust and otherwise to contract with the Trust and the Department of Environmental Protection with respect to any loan or loans obtained through the Trust, and for any federal or state aid available for the project or for the financing thereof; and

That the Board of Selectmen is authorized to enter into a project regulatory agreement with the Department of Environmental Protection, to expend all funds available for the project and to take any other action necessary to carry out the project;

That, in accordance with Chapter 40, Section 39A of the General Laws, the Board of Selectmen is hereby authorized to act as water commissioners and to exercise all of the powers of water commissioners pursuant to Chapter 41, Section 69A of the General Laws; and

That the Town hereby accepts the provisions of Chapter 40, Section 42A through 42F of the General Laws to authorize the collection of water rates.

A motion was made and seconded to indefinitely postpone this article
Motion failed as declared by Moderator
Count 380 Yes 571 No

A motion was made and seconded to end debate
Passed – Declared majority vote by Moderator

Article failed necessary 2/3rds vote as declared by Moderator
Count 621 Yes 339 No

Article 8. A motion was made and seconded by the Board of Selectmen to enter into a contract for the disposal of solid waste for a period not to exceed twenty (20) years commencing on January I, 2015, on such terms and conditions as the Board of Selectmen deem to be in the best interests of the Town, which contract may include a provision that the Town shall not be exempt from liability for the payment of contract sums in future fiscal years.

Passed – Declared majority vote by Moderator

Article 9. A motion was made and seconded by the Board of Selectmen to change the purpose for which the land is being held from general municipal purposes, to being held for general municipal purposes and disposal, and shown on assessors Map 04, Parcel 431 consisting of 1.79 acres+/-, and also shown as 230 Higgins Road, with said land to be disposed of in a manner that it is apportioned among as many direct abutters who shall desire such land, with all costs, such as preparation of plans and deeds and filing of same, and such other costs and value of such land as estimated by the Deputy Assessor that shall be necessary to effect this transfer of land, and such other terms and conditions that the Board may deem appropriate and necessary.

Passed – Declared majority vote by Moderator

Article 10. A motion was made and seconded by the Board of Selectmen to fix the salary and compensation of all elected officials of the Town as provided by Section 108, Chapter 41 of the General Laws as amended, and further to raise and appropriate $155,527 for the following positions:

Moderator	$ 150
Town Clerk	$67,317
Treasurer/Tax Collector	$80,560
Selectmen (5) $1,500 each	$ 7,500
Total	$155,527

Passed – Declared majority vote by Moderator

Article 11. A motion was made and seconded by the Board of Selectmen to reauthorize the following revolving accounts, through the Town Accountant's office, in accordance with Massachusetts General Laws, Chapter 44 Section 53E ½

Revolving Fund	Authorize to Spend Fund	Revenue Source	Use of Fund	FY14 Limit
Recreation -Bottles & Cans	Recreation Director	Collection & Redemption of Bottles & Cans	Beach & Recreation Programs	$ 10,000
Home Compost Bin/ Recycling	BOS or designee	Sale of Compost Bins	Purchase additional bins & advertise their availability	$ 5,000
Vehicular Fuel Sales	BOS or designee	Sale of fuel to other govt entities	Purchase additional fuel for sale to other government entities	$ 30,000
Council on Aging /Lower Cape Adult Day Center	COA Director	Funds from fees, charges forCOA programs and events	Pay for vendors COA programs and events	$ 7,000

Passed – Declared majority vote by Moderator

Article 12. A motion was made and seconded by the Board of Selectmen to set the operating budget at $22,191,512, as printed in the warrant, and to meet this expenditure,

To raise and appropriate and use estimated receipts totaling $21,277,642,
and transfer from the ambulance receipts reserved account $569,077;
$450,000 to Line 30 Fire Salaries and
$119,077 to Line 32 Fire Capital, and
transfer from the Septic Loan Betterment Account $20,400 to Line 74; and
transfer from the Windmill Receipts Reserved Account $2,000 to Line 67 Recreation Expense;
and transfer from the Media Access Account the sum of $58,393 to Line 11, Data Processing Salary; and
Transfer from Free Cash $264,000,
$214,000 to Line 41 Elementary School Operations; and
$50,000 to Line 80 Barnstable County Retirement;
and further transfer from Free Cash (dog receipts) an additional $2,500 to Line 65, Library Expense.

Passed – Declared majority vote by Moderator

Article 13. A motion was made and seconded by the Board of Selectmen to appropriate $656,500 and to meet this appropriation to raise and appropriate $60,000; and transfer from Free Cash $496,500; and transfer from the Ambulance Receipts Reserved Account $100,000 for the purpose of acquiring the following items and undertaking the following improvements

		FY 14 CAPITAL ACQUISITION ARTICLE 13			
ITEM	DEPARTMENT		ITEM	FY14	
	DATA PROCESSING				
1			COMPUTER HARDWARE/SPEC SOFTWAREfT ABLETS/CAMERAS SERVERS	$30 000.00	F
2			VOIP PHONE SYSTEM TOWN HALL/COA	$34 000.00	F
3			FIBER OPTIC BETWEEN TII/POLICE/FIRE	$7 500.00	F
	SUU. TOTAL			$71,500,00	
	COAIADULTDAYCARE				
4			GENERATOR REPLACEMENT	$35,000.00	F
	SUU. TOTAL			$35 000,00	
	NATURAL RESOURCES/CONSERVATION				
5			50 HP BOAT MOTOR	$8,000.00	F
6			HERRING RUN GATES	$5,000.00	F
	SUB-TOTAL			$13 000,00	
	HARBOR IMP.				
7					
	SUBTOTAL			$35 000.00	
	MUNICIPAL BUILDINGS IMPROVEMENTS				
8			PROJECT CONTINGENCY: MAJOR REPAIRS, PAINTING ETC.	$30,000.00	F
9			SERVICE VAN REPLACEMENT	$24,000.00	F
10		T.H.	REPLACE GENERATOR TOWN HALL/FIRE STATION	$50,000.00	F
11		COA	PRELIMINARY DESIGN/RENOVATION UPGRADE	$30,000.00	F
12		FIRE STATION	EXTERIOR/INTERIOR PAINTING	$80,000.00	A
13		INFO/WMILL	GEN BLDG MAIN & REPAIR	$6,000.00	F
			WINDMILLIINFO/ANCIENT CEMETERIES /BRACKETT PORTABLE		
	SUU. TOTAL			$220 000.00	
		SCHOOL			
14			ROUTINEPAINTINGROTATION	$5 000.00	F
15			GROUNDS MAINTENANCE- DRAINAGE/FENCING	$5,000.00	F
16			COMPUTER HARDWARE/SOFTWARE	$20,000.00	F
	SUU. TOTAL			$30 000.00	
	BEACHES/RECREATION				
17			4X2TRUCK	$25,000.00	F
	SUU. TOTAL			$25 000,00	
	DPW				
18			10 WHEELER DUMP TRUCK (FIVE YR LEASE)	$40,000.00	F
19			ORDINARY ROAD M & R (NOT CHAP 90)/STORM DRAIN UPGRADES	$60,000.00	T
20			CATCH BASIN CLEANER REFURB	$20,000.00	F
21			SANDER	$18 000.00	F
22			ROLL OFFS (2) OPEN/CLOSED TOP	$14 000.00	F
	SUU. TOTAL			$152 000,00	
	POLICE				
23			IN CAR COMPUTER MONITOR REPLACEMENTS	$5,000.00	F
	SUU. TOTAL			$5 000.00	

	FIRE (EQUIP)				
			RES CUE/MEDICAL EQUIP UPGRADE/REPLACEMENT		
24			FOAM I HOSE REPLACEMENTS	$13.0110.00	A
25			SPECIALTY GEAR, TURNOUT SUITS, SURVIVAL SUITS	$7 000.110	A
	SUB-TOTAL			$20 000.00	
	SPECIAL PROJECTS				
26			WASTEWATER PLANNING ALTERNATIVES INVESTIGATION	$511.000.011	F
	TOTAL			$656,500.00	
TOTAL CAPITAL FUNDS NEEDED BY SOURCE			(KEY)		
		F =FREE CASH		$496,500.00	
		A=AMBULANCE RECEIPTS		$100,000.00	
		T=TAXLEVY		$60.0011.00	
		DEBT EXCLUSION		$0.00	
	TOTAL			$656 500.00	

Passed – Declared majority voice vote by Moderator

Article 14. A motion was made and seconded by the Board of Selectmen in accordance with the requirements of the Town of Eastham Home Rule Charter Section 6-6A to accept the Capital Improvement Plan for FY 2015-FY2019, as printed in the warrant.

Passed – Declared majority vote by Moderator

Article 15. A motion was made and seconded by the Board of Selectmen to transfer from Free Cash so called, the sum of $101,533, to pay the Town of Eastham's share of capital expenses for Nauset Regional School District for improvements and equipment to install technology infrastructure and computers; to implement a variety of security measures that were reviewed by local police chiefs; to make repairs as needed in the plumbing, mechanical, electrical and other systems; to purchase a new backstop for the softball field at the Middle School; to make minor repairs at the Central Office building; and to conduct a detailed study of the condition and the efficiency of the HVAC systems at both schools.

Passed – Declared majority vote by Moderator

Article 16. A motion was made and seconded by the Board of Selectmen to transfer from Free Cash, $11,000 to be given to the Eastham Chamber of Commerce as a grant to help support operations of the Information booth.

Passed – Declared majority vote by Moderator

Article 17. A motion was made and seconded by the Board of Selectmen to petition the General Court for special legislation to impose a Room Occupancy Tax as detailed in G.L. c64G, Section 3A to single cottages, condominiums and single and multifamily dwellings when such units are rented for less than 90 days, and further to accept from the General Court editorial or clerical changes and further that such law shall not take effect before January 1, 2014, regardless of the action date of the legislature.

A motion was made and seconded to amend Article 17 to 30 days or less.
Motion failed as declared by Moderator

Article failed to pass majority voice vote as declared by Moderator

Article 18. A motion was made and seconded by the Board of Selectmen to transfer from the FY2014 estimated Community Preservation Revenues $727,982 as follows:

Open Space Reserve	$ 72,798
Historical Reserve	$ 72,798
Affordable Housing	$ 72,798
Budgeted Reserve For Appropriation	$509,588

Passed – Declared majority vote by Moderator

Article 19. A motion was made and seconded by the Board of Selectmen to transfer from the Community Preservation Fund Balance $30,000 to the Community Preservation Administrative Expense Account for the purpose of administrative expenses.

Passed – Declared majority vote by Moderator

Article 20. A motion was made and seconded by the Board of Selectmen to transfer from the Community Preservation Open Space Reserve Fund Balance to the Eastham Water Management Committee, $220,000 for alum treatment to be expended for the purpose of protection of an open space resource by funding the necessary permits and hiring consultants for remediation, by alum treatment, of unhealthy phosphorus levels in Great Pond with said funds to spent under the direction of the Health Agent.

A motion was made and seconded to indefinitely postpone Article 20
Motion failed majority voice vote as declared by the Moderator

Article passed – declared majority voice vote by Moderator

Article 21. A motion was made and seconded by the Board of Selectmen to transfer from the Community Preservation Historic Reserve Fund Balance to the Eastham Town Clerk, $18,424 for climate control equipment as needed to properly preserve and store vital records including but not limited to historical documents of both the Town Clerk and the Town Treasurer/Tax Collector.

Passed – declared majority vote by Moderator

Article 22. A motion was made and seconded by the Board of Selectmen to transfer from the Community Preservation Open Space Reserve Fund Balance to the PACE Committee, the sum of $25,000 for enhancing handicapped accessibility at Bee's River under the direction of the Beach and Recreation Administrator for the purpose of providing additional Handicapped Access via the use of Mobi-Mat or similar material in the area of Bee's River (aka Hatch's Beach).

Passed – declared majority vote by Moderator

Article 23. A motion was made and seconded by the Board of Selectmen to transfer from the Community Preservation Housing Reserve $133,268 and $526,682 from the Community Preservation Fund Balance to the Eastham Affordable Housing Trust for a total of $659,950 to acquire property for conversion to deed restricted affordable rental unit.

Passed – declared majority vote by Moderator

Article 24. A motion was made and seconded by the Board of Selectmen to change the purpose for which land is held as follows,

Parcel A- 4300 State Highway, Assessors Map 8, Parcel 147 and 147A, (a/k/a Purcell Property) from being held for general municipal purposes including affordable housing to being held for general municipal purposes, affordable housing and up to seven (7) acres, for conveyance;

Parcel B - land located off located off Ballwic Road, (formerly known as Forest Ave) Assessors Map 12, Parcel 2IIB, from being held for school purposes to being held for general municipal purposes, affordable housing and up to nine (9) acres for conveyance; and further,

to transfer from the Community Preservation Fund Balance the sum of $300,000 to The Affordable Housing Trust Reserves to fund pre development activities for these two parcels of town owned land for the purpose of hiring as necessary outside consultants to complete pre-development activities on said parcels, including, but not limited to, permitting, soil testing, architectural and engineering services, and further,

to authorize the Board of Selectmen to convey the portions of said parcels to the Affordable Housing Trust for construction of up to seven (7) acres of land to be developed into no more than twenty-one (21) bedrooms of low and moderate-income housing on Parcel A, and up to nine (9) acres of land to be developed into no more than eighteen (18) bedrooms of low and moderate-income housing on Parcel B, and under such additional terms and conditions as the Board of Selectmen may determine.

Article failed 2/3rds majority voice vote as declared by Moderator

Article 25. A motion was made and seconded by the Board of Selectmen to transfer $20,000 from the Community Preservation Open Space Reserve Fund Balance to the Open Space Committee, for construction of pathways, benches and other amenities, on land located-off Sandy Meadow Way to serve passive recreation users of the parcel.

Passed – declared majority vote by Moderator

Article 26. A motion was made and seconded by the Board of Selectmen to authorize the Board of Selectmen to accept those easement rights granted to the Town in Ellis Road, shown in Plan Book 15, Page 113, for all purposes for which streets and ways are commonly used in the Town of Eastham, including without limitation maintenance in said road and associated drainage structures.

Passed – declared majority vote by Moderator

Article 27. A motion was made and seconded by the Board of Selectmen to amend the Town of Eastham Animal Control Bylaw, Section 17-13A, (I) to remove the words "1) First Offense: written warning" and to replace them with the words "(1) First offense: $50" so that it reads as follows:

17-13A "Any person who violates any provision of this by law shall be subject to the following penalties, in addition to any other available penalty or remedy at law or in equity: "

1. First offense: $50
2. Second and Subsequent offenses: $100"

Passed – declared majority vote by Moderator

Article 28. A motion was made and seconded by the Board of Selectmen to amend the Town of Eastham Bylaws, Section 114 adding a new section to read as follows:

It shall be required that all properties and especially corner lots maintain vegetation and man-made structures or barriers which encroach onto public property so that safe sight lines are maintained on public pedestrian and vehicular ways.

Passed – declared majority vote by Moderator

Article 29. A motion was made and seconded by the Board of Selectmen to transfer from Free Cash, $10,000 to be given to the Visitors Services Board for landscaping, lighting, and holiday decorations on Windmill Green $1,000, Christmas Lights/banners $2,500, Flower Island support $500, and Summer concerts, $6,000.

Passed – declared majority vote by Moderator

Article 30. A motion was made and seconded by the Board of Selectmen to amend the Town of Eastham zoning bylaw *Section III - Definitions* by deleting the existing definition, which states:

"OUTSIDE DISPLAY – Goods displayed in conjunction with business or retail trade, by permit from the Special Permit Granting Authority."

and replace it with the following:

"Placement or maintenance of goods or other items, including display racks and similar accessories, exterior to a building housing a commercial use on the same site, for the purpose of advertising or displaying the sale of goods or services within the building."

further, to see if the Town will vote to amend *Section XIII – Site Plan Approval- Special Permit, paragraph B.1, of the Town of Eastham Zoning By-laws,* by adding the following new sub-paragraph E:

"E. Outside Displays

1. Outside display of devices, goods or other objects for sale, rent or for the promotion of the business outside, if kept in place after daily business hours, shall require a Special Permit from the Planning Board, subject to conditions.

2. No Special Permit is required for Outside Display limited to the hours of operation of the commercial use to which such Display relates, provided that said Display:

a. Shall be set back a minimum of five (5) feet from all property lines and shall not exceed six (6) feet in height; except for motor vehicles and boats, which may be up to ten (10) feet in height.

b. Shall not obstruct safe entry, egress and sight lines within or external to the site or access by public safety or emergency vehicles to the property or the building, as determined and enforced by the Police Chief and Fire Chief;

c. Shall not obstruct the safe or convenient flow of vehicular or pedestrian traffic within or external to the site or abutting properties or other businesses within the same property; and,

d. Shall not reduce the effective use of the required number of parking spaces or be detrimental to the required landscaping according to the Zoning By-laws."

Moderator declared the article passed the necessary 2/3rds required and was adopted unanimously as there was no challenge.

Article 31. A motion was made and seconded by the Board of Selectmen to amend the Town of Eastham zoning bylaw *Section XIII – Site Plan Approval – Special Permit, of the Town of Eastham Zoning By- laws,* to add the following subparagraph 3. to paragraph F. Required Site Plan Contents:

3. Upon written request by the Applicant, the Planning Board may waive strict compliance with the requirements of this Section F. 1. and 2. where it determines that not all requirements are necessary for proper review of the application and that the Site Plan Criteria of Section G., below, are adequately met. The written request shall specify the item(s) for which waivers are being sought.

Moderator declared the article passed the necessary 2/3rds required and was adopted unanimously as there was no challenge.

Article 32. A motion was made and seconded by the Board of Selectmen to amend the Town of Eastham zoning by law *Section XIV- Site Plan Approval- Residential, of the Town of Eastham Zoning By-laws,* to replace paragraph "D. Procedures", with the following paragraph:

"D. WAIVERS:

The intent of site plan approval is to insure that any development, which may have significant impacts upon the abutting land, is reviewed for the purpose of assuring compliance with the Zoning By-law as well as to minimize negative effects on abutters and the community at large. When in the opinion of the Planning Board, the alteration or reconstruction of a structure does not substantially change the relationship of the structure to the site and to abutting properties and structures, the Planning Board may determine, without a public hearing, that submission of a site plan for Residential Site Plan Approval is not required. Upon application on a form approved by the Planning Board and the application fee effective at the time of the application, such a determination may be made by an affirmative vote of a majority of the Planning Board present, and in no event less than four members, and all abutters must be notified by certified mail, return receipt requested, at least seven days prior to the meeting at which such vote is to be taken. The involved structure shall be as shown on a site plan previously approved under this section or on a plan showing, at a minimum, the following information

Property Owner(s);

Map and parcel numbers;

The location and boundaries of the lot;

Existing and Proposed Structures in plain view, including dimensions; and,

Building setback lines.

Such plan, with all proposed changes shown thereon, shall be included with the application for waiver. Notice of final action shall be sent to the Inspector of Buildings, Town Clerk and to the applicant."

Further, subsequent paragraphs shall be assigned new letters accordingly, as follows, without any change to existing content:

"E." PROCEDURES
"F." STANDARDS AND CRITERIA
"G." FINAL ACTION
"H." APPEAL
"I." ENFORCEMENT

Moderator declared the article passed the necessary 2/3rds required and was adopted unanimously as there was no challenge.

Article 33. A motion was made and seconded by the Board of Selectmen to amend the Town of Eastham zoning bylaw to delete in its entirety, *SECTION VII – Accessory Uses, of the Town of Eastham Zoning By-laws, paragraph C.*, and replace it with the following:

"C. Accessory Dwelling Units:
For the purpose of promoting the development of affordable rental housing in Eastham for year-round residents, one accessory dwelling unit per lot may be allowed by Special Permit from the Planning Board subject to the standards and conditions listed below:

1. Accessory dwelling units shall not be allowed on lots with less than 20,000 square feet of contiguous upland. For lots containing 20,000 to 30,000 square feet there shall be no more than three bedrooms combined for both units. For lots containing more than 30,000 square feet, there shall be no more than one (1) bedroom per I0,000 sf.

2.. The owner of the property must occupy as a primary residence either the principal or the accessory dwelling. For the purpose of this section, the "owner" shall be one or more individuals residing in a dwelling who hold legal or beneficial title and for whom the dwelling is the primary residence confirmed by listing on the annual town census.

3. Accessory units created under this by-law shall be either deed restricted to allow only tenants whose verified income is less than or equal to 80% of Median Family Income (MFI) or non-deed restricted to allow only tenants whose verified income is less than or equal to 120% of Median Family Income, to remain affordable, as defined by the guidelines in number 9, below.

4. Accessory units shall not be larger than 1200 square feet or fifty (50) percent of the site coverage of the principal dwelling, whichever is smaller.

5. No more than twelve (12) additional accessory dwelling units may be approved within the town's boundaries in any calendar year. Completed applications shall be reviewed in the order in which they are received.

6. Site Requirements:
a. Accessory dwelling units may be within, attached to a principal dwelling, garage, or be located in detached unit.
b. Accessory dwelling units shall be designed to be compatible with existing site and neighborhood conditions.
c. Septic systems are required to meet the then current Title 5 standards, the Eastham Board of Health regulations and/or shall receive all necessary approvals from the Board of Health.

7. No accessory unit shall be separated by ownership from the principal dwelling.

8. An application for official registration of the affordable accessory dwelling unit shall be made in writing by the property owner to the Building Inspector and renewed annually thereafter, including all necessary documentation to confirm eligibility.

9. All occupant(s) of the rental dwelling unit shall upon initial application by the property owner and annually thereafter, submit necessary documentation to confirm their eligibility for the dwelling unit. Specifically, all dwelling units must rented to those meeting the guidelines for a low or moderate-income family. For the purpose of this section, low income families shall have an income less than eighty (80) percent of the Barnstable County Median Family Income (MFI), and moderate income families shall have an income between eighty (80) and one-hundred-twenty (120) percent of the Barnstable County Median Family Income (MFI), as determined by the United States Department of Housing and Urban Development (HUD) Published Income Guidelines, and as may from time to time be amended.

10. Maximum rents shall be established in accordance with HUD Published Fair Market Rental Guidelines. Property owners are required as part of the Special Permit application to submit information on the rents to be charged. Each year thereafter, they shall submit information on annual rents charged. Forms for this purpose shall be provided by the town. Rents may be adjusted annually in accordance with amendments to the Fair Market Rental Guidelines.

11. No deed-restricted accessory apartment shall be occupied until a recorded copy of said deed restriction is provided to the Building Inspector."

Moderator declared article passed by required 2/3rds voice vote. Question raised by seven voters necessitated a hand count.
Count 203 Yes 69 No

Article 34. A motion was made and seconded by the Board of Selectmen to approve and accept the Eastham Local Comprehensive Plan Third Addition 2012, including technical amendments to the previously certified plan as directed by the Cape Cod Commission, and forward said revised plan for Final Certification by the Cape Cod Commission.

Passed – Declared majority vote by Moderator

Article 35. A motion was made and seconded by the Board of Selectmen to indefinitely postpone Article 35.

Passed – Declared majority vote by Moderator

Article 36. A motion was made and seconded by the Board of Selectmen to indefinitely postpone Article 36.

Passed – Declared majority vote by Moderator

Resolution. A motion was made and seconded by the Board of Selectmen to endorse the following Nonbinding Public Opinion Advisory Question:

Whereas, Massachusetts emergency management Agency (MEMA) Director Kurt Schwartz has acknowledged that Cape residents and visitors are "in harms way" in the event of a radiological accident at the Pilgrim Nuclear Power Station in Plymouth:

Whereas, MEMA has determined that Cape residents and visitors will not be evacuated but plans to relocate Cape citizens after exposure to dangerous radioactive materials released in an accident;

Whereas, citizens of the town of Eastham find this State response to Pilgrims threat to our health and safety unacceptable and in violation of the public trust;

Therefore, be it resolved that we the people of Eastham respectfully request Governor Deval Patrick to call upon the Nuclear Regulatory Commission to uphold their mandate to shut Entergy's Pilgrim Nuclear Power Station in Plymouth because the public safety, particularly Cape and islands residents and visitors, cannot be assured.

Town Meeting endorsed resolution as declared by Moderator

Article 37. A motion was made and seconded by the Board of Selectmen to accept all published reports of the town officers.

Passed – Declared majority vote by Moderator

There were 1119 voters present at the close of Town Meeting out of a possible 4170. There being no further action of Town Meeting, the Selectmen moved and seconded a motion to dissolve Town Meeting at 11:05 p.m. The Moderator declared Town Meeting dissolved after a unanimous vote by voters.

A True Copy Attest:

Lillian Lamperti

Annual Town Election

Tuesday, May 21, 2013

Pursuant to the provisions of the foregoing warrant, the voters assembled at the Eastham Town Hall to cast their votes at the Annual Town Election. The results are as follows:

Selectman-

Wallace F. Adams II	941	Three Year Term
John F. Knight	997	Three Year Term
Lisa A. Panaccione	728	
Thomas Johnson- write in	73	

Elementary School Committee-

Ann Crozier	1129	Three Year Term
Amy L. Handel	1148	Three Year Term

Library Trustee-

Sharon Krause	1181	Three Year Term
Norma P. Marcellino	1167	Three Year Term

Housing Authority-

Bernard Kaplan-write in	15	Five Year Term

Nauset Regional School Comm. Three Year Term

Edward Brookshire	1250	Three Year Term

Page 2. Annual Town Election

Question #1- Yes 840 No 703

Question #2- Yes 926 No 541

Ballots cast for this election were 1595 with 181 write in ballots and 0 blanks.

The polls opened at 7i:00 a.m. and closed at 8:00 p.m. The ballot box stood at 0000 at the opening and read 1595 at the close representing 38% out of a possible 4137 voters. The voter lists were verified and results were posted.

Shawn Shea served as Warden and John Lennox as Deputy Warden for this election.

A True Copy Attest:

L. Lamperti

Lillian Lamperti, Town Clerk

TOWN OF EASTHAM

SPECIAL TOWN MEETING WARRANT

AND

FINANCE COMMITTEE RECOMMENDATIONS

10:00 A.M.

June 22, 2013

NAUSET REGIONAL HIGH SCHOOL GYMNASIUM

FOR COPIES OF THIS WARRANT IN LARGER PRINT OR ON TAPE, PLEASE CALL 508 240-5900.

Also available on the town website
www.eastham-ma.gov

Please bring this warrant to Town Meeting

TOWN OF EASTHAM
SPECIAL TOWN MEETING WARRANT

Commonwealth of Massachusetts
Barnstable, ss. ~

To: The Constable of the Town of Eastham
in the County of Barnstable

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and Town affairs to meet at the Nauset Regional High School Gymnasium, Saturday, June Twenty-second, Two Thousand and Thirteen, at ten o'clock in the morning, then and there to act on the following articles in this Warrant

ARTICLE 1

To see if the Town will vote to establish a town-wide water supply and water distributing system pursuant to Section 39A of Chapter 40 of the General Laws; and

to appropriate the sum of **$114,800,000** for establishing such a system for the Town, including, without limitation, the taking or purchase of water sources or water or flowage rights, the taking or purchase of land or easements for the water system or for the protection of the water system, the construction and development of wells, the construction of water towers, the construction of buildings for water treatment and pumping stations, the laying and relaying of water mains, the purchase and installation of water meters, fire hydrants and other water department equipment, and design and engineering and other costs incidental thereto, and including without limitation all costs thereof as defined in Section 1 of Chapter 29C of the General Laws; and

that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $114,800,000 and issue bonds or notes therefore under Chapter 44 of the General Laws and/or Chapter 29C of the General Laws; and

that the Treasurer with the approval of the Board of Selectmen is authorized to borrow all or a portion of such amount from the Massachusetts Water Pollution Abatement Trust established pursuant to Chapter 29C and in connection therewith to enter into a loan agreement and/or security agreement with the Trust and otherwise to contract with the Trust and the Department of Environmental Protection with respect to such loan and for any federal or state aid available for the project or for the financing thereof; and

that the Board of Selectmen is authorized to enter into a project regulatory agreement with the Department of Environmental Protection, to expend all funds available for the project and to take any other action necessary to carry out the project; and

ARTICLE 1
FULL TOWN SYSTEM

SUMMARY WATER BORROWING AT 2% PAYBACK TERM TWENTY YEARS

FY	2016 Borrowing	2018 Borrowing	2020 Borrowing	2022 Borrowing	2024 Borrowing	2026 Borrowing	Totals	PER THOUSAND	400KHSE
2015							$ -		
2016	2,856,000.00						$ 2,856,000	$0.99	$396.98
2017	2,815,200.00						$ 2,815,200	$0.97	$389.36
2018	2,774,400.00	$ 1,085,000					$ 3,859,400	$1.33	$531.13
2019	2,733,600.00	$ 1,069,500					$ 3,803,100	$1.30	$520.77
2020	2,692,800.00	$ 1,054,000	$ 1,393,000				$ 5,139,800	$1.75	$700.31
2021	2,652,000.00	$ 1,038,500	$ 1,373,100				$ 5,063,600	$1.71	$683.10
2022	2,611,200.00	$ 1,023,000	$ 1,353,200	$ 1,141,000			$ 6,128,400	$2.05	$818.56
2023	2,570,400.00	$ 1,007,500	$ 1,333,300	$ 1,124,700			$ 6,035,900	$2.00	$798.22
2024	2,529,600.00	$ 992,000	$ 1,313,400	$ 1,108,400	$ 1,274,000		$ 7,217,400	$2.36	$945.02
2025	2,488,800.00	$ 976,500	$ 1,293,500	$ 1,092,100	$ 1,255,800		$ 7,106,700	$2.31	$925.90
2026	**2,448,000.00**	**$ 961,000**	**$ 1,273,600**	**$ 1,075,800**	**$ 1,237,600**	**$ 287,000**	**$ 7,283,000**	$2.35	$939.47
2027	2,407,200.00	$ 945,500	$ 1,253,700	$ 1,059,500	$ 1,219,400	$ 282,900	$ 7,168,200	$2.30	$920.06
2028	2,366,400.00	$ 930,000	$ 1,233,800	$ 1,043,200	$ 1,201,200	$ 278,800	$ 7,053,400	$2.24	$896.36
2029	2,325,600.00	$ 914,500	$ 1,213,900	$ 1,026,900	$ 1,183,000	$ 274,700	$ 6,938,600	$2.18	$873.04
2030	2,284,800.00	$ 899,000	$ 1,194,000	$ 1,010,600	$ 1,164,800	$ 270,600	$ 6,823,800	$2.13	$850.10
2031	2,244,000.00	$ 883,500	$ 1,174,100	$ 994,300	$ 1,146,600	$ 266,500	$ 6,709,000	$2.07	$827.52
2032	2,203,200.00	$ 868,000	$ 1,154,200	$ 978,000	$ 1,128,400	$ 262,400	$ 6,594,200	$2.01	$805.31
2033	2,162,400.00	$ 852,500	$ 1,134,300	$ 961,700	$ 1,110,200	$ 258,300	$ 6,479,400	$1.97	$787.35
2034	2,121,600.00	$ 837,000	$ 1,114,400	$ 945,400	$ 1,092,000	$ 254,200	$ 6,364,600	$1.91	$765.74
2035	2,080,800.00	$ 821,500	$ 1,094,500	$ 929,100	$ 1,073,800	$ 250,100	$ 6,249,800	$1.87	$748.19
2036		$ 806,000	$ 1,074,600	$ 912,800	$ 1,055,600	$ 246,000	$ 4,095,000	$1.21	$485.38
2037		$ 790,500	$ 1,054,700	$ 896,500	$ 1,037,400	$ 241,900	$ 4,021,000	$1.19	$474.23
2038			$ 1,034,800	$ 880,200	$ 1,019,200	$ 237,800	$ 3,172,000	$0.93	$370.40
2039			$ 1,014,900	$ 863,900	$ 1,001,000	$ 233,700	$ 3,113,500	$0.90	$361.76
2040				$ 847,600	$ 982,800	$ 229,600	$ 2,060,000	$0.59	$236.98
2041				$ 831,300	$ 964,600	$ 225,500	$ 2,021,400	$0.58	$231.39
2042					$ 946,400	$ 221,400	$ 1,167,800	$0.33	$132.35
2043					$ 928,200	$ 217,300	$ 1,145,500	$0.32	$129.18
2044						$ 213,200	$ 213,200	$0.06	$23.80
2045						$ 209,100	$ 209,100	$0.06	$23.23
						TOTAL	$ 138,908,000		$17,591.23
								annual avg	$586.37
								daily avg	$1.61

ARTICLE 2

To see if the Town will vote to establish a limited municipal water supply and water distributing system pursuant to Section 39A of Chapter 40 of the General Laws; and

to appropriate the sum of **$40.8 million** for establishing such a system for the Town, including, without limitation, the taking or purchase of water sources or water or flowage rights, the taking or purchase of land or easements for the water system or for the protection of the water system, the construction and development of wells, the construction of water towers, the construction of buildings for water treatment and pumping stations, the laying and relaying of water mains, the purchase and installation of water meters, fire hydrants and other water department equipment, and design and engineering and other costs incidental thereto, and including without limitation all costs thereof as defined in Section 1 of Chapter 29C of the General Laws; and

that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $40.8 million and issue bonds or notes therefore under Chapter 44 of the General Laws and/or Chapter 29C of the General Laws; and

that the Treasurer with the approval of the Board of Selectmen is authorized to borrow all or a portion of such amount from the Massachusetts Water Pollution Abatement Trust established pursuant to Chapter 29C and in connection therewith to enter into a loan agreement and/or security agreement with the Trust and otherwise to contract with the Trust and the Department of Environmental Protection with respect to such loan and for any federal or state aid available for the project or for the financing thereof; and

that the Board of Selectmen is authorized to enter into a project regulatory agreement with the Department of Environmental Protection, to expend all funds available for the project and to take any other action necessary to carry out the project; and

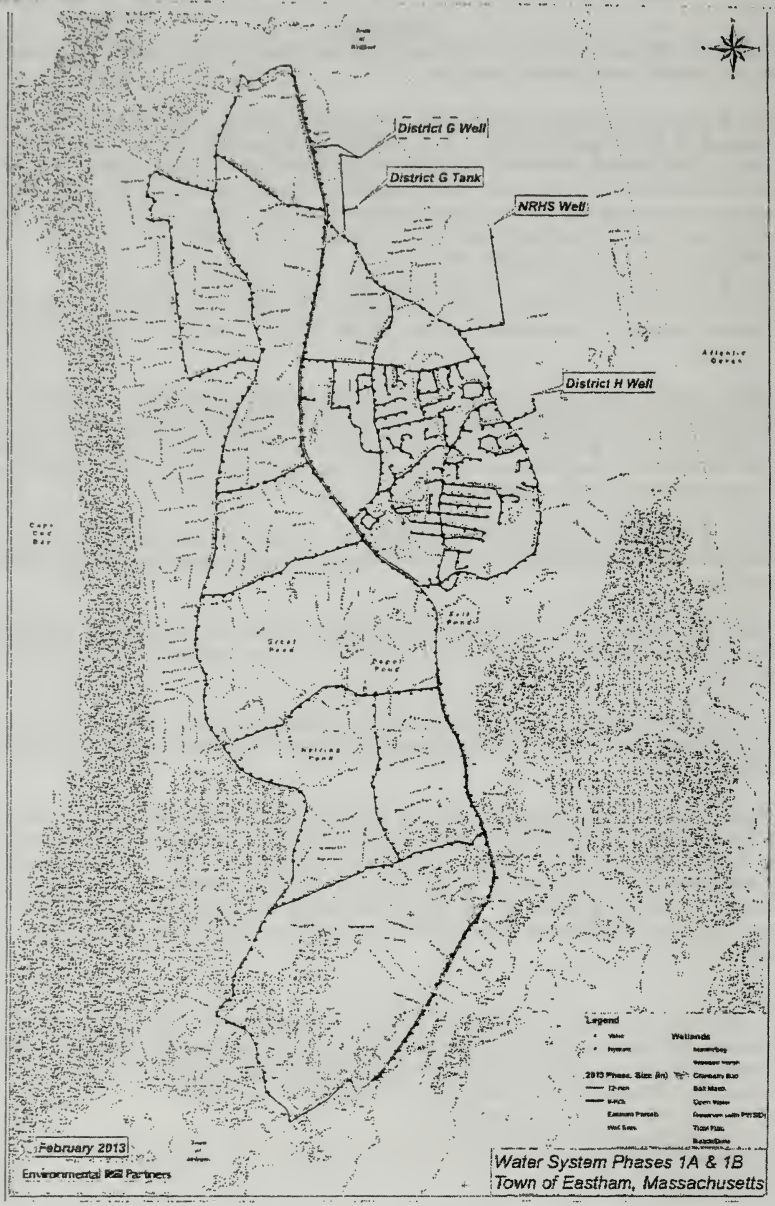
provided further that, pursuant to G.L. c.40, Section 39A, the Board of Selectmen is hereby authorized to act as Water Commissioners and to exercise all of the powers of Water Commissioners pursuant to General Laws Chapter 41, Section 69A; and

provided further that the Town hereby accepts the provisions of General Laws Chapter 40, Sections 42A through 42F to authorize the collection of water rates and to permit the deferral of payment of water use charges by certain homeowner/occupants; and

provided further, to authorize the Selectmen to petition the General Court to enact legislation as may be needed to permit the Town to assess privilege fees, establish a water enterprise fund and such other duties as are normally assigned to Water Commissioners, and further provided that the General Court may make any clerical or editorial changes of form only to the bill submitted by the Selectmen, and such other amendments to the bill submitted, as the Selectmen may approve before enactment by the General Court, and to authorize the Selectmen to approve amendments which shall be within the scope of the general public objectives of this petition; or take any action relative thereto.

By Board of Selectmen

SUMMARY:
This Article will provide a system that includes all the basic elements to allow for expansion to all parts of town in the future. It includes the "backbone" of the system including all the well permits, a single water tower (two will be needed at system build out), hydrants, and service connections along all the ways shown on the map. This plan will provide service to the affected areas within the landfill study area as soon as possible.
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE: RECOMMENDATION: 6-2
(2/3rds Majority vote required)


District G Well
District G Tank
NRHS Well
District H Well
Legend
Wetlands
February 2013
Environmental Partners
Water System Phases 1A & 1B
Town of Eastham, Massachusetts

hereby established and said Board is to exercise all the powers of water commissioners pursuant to General Laws Chapter 41 Section 69A; and providing that the Board of Water Commissioners shall have 3 members to be elected at the 2014 Annual Town Meeting; and

the Board of Selectmen are hereby authorized to act as water commissioners until said 2014 Town Meeting; and

provided further that the Town hereby accepts the provisions of General Laws Chapter 40, Sections 42A through 42F to authorize the collection of water rates and to permit the deferral of payment of water use charges by certain homeowners/occupants.

By Petition

Summary: This article establishes a Public Water System for the Town of Eastham and provides relief for the residents and non-residents who live the in area designated by the town consultant, Bennett Associates, as being in the plume of the former Eastham Dump. The construction costs are from data supplied by Environmental Partners Group and actual construction contracts undertaken by the Town of Wellfleet in 2010 with a 20% contingency and inflation adjustment. The article also establishes an elected Water Commission who would be responsible for the operation and expansion of the system.

BOARD OF SELECTMEN RECOMMENDATION: 0-5

FINANCE COMMITTEE: RECOMMENDATION: 2-6

(2/3rds Majority vote required)

(Note: The Town of Eastham consultants mentioned above are contractors to the town and did not contribute to the development or evaluate this article for engineering or cost accuracy, ability to be permitted, or built.)

ARTICLE 4 – DEBT SCHEDULE
PETITION 5.8M LANDFILL WATER SYSTEM

ESTIMATE OF ANNUAL COST OF DEBT FOR TWENTY YEAR BORROWING
ENHANCED PHASE ONE MUNICPAL WATER

FISCAL YEAR	YEAR	PRINCIPAL	INTEREST	GROSS	TAX IMPACT PER $1,000	COST $400,000 HOUSE
16	1	$290,000.00	$116,000.00	$406,000.00	$0.14	$56.43
17	2	$290,000.00	$110,200.00	$400,200.00	$0.14	$55.08
18	3	$290,000.00	$104,400.00	$394,400.00	$0.13	$53.74
19	4	$290,000.00	$98,600.00	$388,600.00	$0.13	$52.43
20	5	$290,000.00	$92,800.00	$382,800.00	$0.13	$51.13
21	6	$290,000.00	$87,000.00	$377,000.00	$0.12	$49.86
22	7	$290,000.00	$81,200.00	$371,200.00	$0.12	$48.61
23	8	$290,000.00	$75,400.00	$365,400.00	$0.12	$47.37
24	9	$290,000.00	$69,600.00	$359,600.00	$0.12	$46.16
25	10	$290,000.00	$63,800.00	$353,800.00	$0.11	$44.97
26	11	$290,000.00	$58,000.00	$348,000.00	$0.11	$43.79
27	12	$290,000.00	$52,200.00	$342,200.00	$0.11	$42.63
28	13	$290,000.00	$46,400.00	$336,400.00	$0.10	$41.50
29	14	$290,000.00	$40,600.00	$330,600.00	$0.10	$40.38
30	15	$290,000.00	$34,800.00	$324,800.00	$0.10	$39.28
31	16	$290,000.00	$29,000.00	$319,000.00	$0.10	$38.19
32	17	$290,000.00	$23,200.00	$313,200.00	$0.09	$37.13
33	18	$290,000.00	$17,400.00	$307,400.00	$0.09	$36.08
34	19	$290,000.00	$11,600.00	$301,600.00	$0.09	$35.05
35	20	$290,000.00	$5,800.00	$295,800.00	$0.09	$34.03
		$5,800,000.00	$1,218,000.00	$7,018,000.00		$893.82
		TOTAL LOAN AMOUNT		$5,800,000.00		
		INTEREST RATE		2.00%		

SPECIAL TOWN MEETING WARRANT JUNE 22, 2013

You are directed to serve this Warrant by posting attested copies thereof at the Post Office in Eastham and North Eastham fourteen days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.

Given under our hands and seals this 7th day of June in the year of our Lord, Two Thousand and Thirteen.

Aimee Eckman
Chair

John Knight
Vice Chair

Martin McDonald

Wallace Adams
Clerk

Linda S. Burt
BOARD OF SELECTMEN

Greetings:

In a pursuance of the conditions of the foregoing warrant, I have posted attested copies, one each at the Post Office in Eastham and North Eastham fourteen days before time of said meeting.

Constable

Lillian Lamperti
Posted 6-7-13

A True Copy Attest:
Lillian Lamperti, Town Clerk

Pursuant to the provisions of the foregoing warrant, the voters assembled at the Nauset Regional High School to vote on the following questions. The results are as follows:

Article 1.

The Board of Selectmen moved and seconded the following article:

That the Town votes to establish a town-wide water supply and water distributing system pursuant to Section 39A of Chapter 40 of the General Laws; and

That $114,800,000 is appropriated to pay costs of establishing such a system for the Town, including, without limitation, the taking or purchase of water sources or water or flowage rights, the taking or purchase of land or easements for the water system or for the protection of the water system, the construction and development of wells, the construction of water towers, the construction of buildings for water treatment and pumping stations, the laying and relaying of water mains, the purchase and installation of water meters, fire hydrants and other water department equipment, and design and engineering and other costs incidental thereto, and including without limitation all costs thereof as defined in Section 1 of Chapter 29C of the General Laws; and

That to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $114,800,000 under and pursuant to Chapter 44, Section 8 of the General Laws and/or Chapter 29C of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor; and

That the Treasurer with the approval of the Board of Selectmen is authorized to borrow all or a portion of such amount from the Massachusetts Water Pollution Abatement Trust established pursuant to Chapter 29C of the General Laws and in connection therewith to enter into a loan agreement and/or security agreement with the Trust and otherwise to contract with the Trust and the Department of Environmental Protection with respect to such loan and for any federal or state aid available for the project or for the financing thereof; and

That the Board of Selectmen is authorized to enter into a project regulatory agreement with the Department of Environmental Protection, to expend all funds available for the project and to take any other action necessary to carry out the project; and

That pursuant to G.L. Chapter 40, Section 39A, the Board of Selectmen is hereby authorized to act as Water Commissioners and to exercise all of the powers of Water Commissioners pursuant to General Laws Chapter 41, Section 69A; and

That the Town hereby accepts the provisions of G. L. Chapter 40, Sections 42A through 42F to authorize the collection of water rates and to permit the deferral of payment of water use charges by certain homeowner/occupants; and

That the Selectmen are authorized to petition the General Court to enact legislation as may be needed to permit the Town to assess privilege fees, establish a water enterprise fund and such other duties as are normally assigned to Water Commissioners, and further provided that the General Court may make any clerical or editorial changes of form only to the bill submitted by the Selectmen, and such other amendments to the bill submitted, as the Selectmen may approve before enactment by the General Court, and to authorize the Selectmen to approve amendments which shall be within the scope of the general public objectives of this petition.

Secret Ballot Vote 809 yes 516 no
Failed to meet 2/3 needed 883 to pass

Article 2.

The Board of Selectmen moved and seconded the following article:

That the Town votes to establish a limited municipal water supply and water distributing system pursuant to Section 39A of Chapter 40 of the General Laws; and

That $40.8 million is appropriated to pay costs of establishing such a system for the Town, including, without limitation, the taking or purchase of water sources or water or flowage rights, the taking or purchase of land or easements for the water system or for the protection of the water system, the construction and development of wells, the construction of water towers, the construction of buildings for water treatment and pumping stations, the laying and relaying of water mains, the purchase and installation of water meters, fire hydrants and other water department equipment, and design and engineering and other costs incidental thereto, and including without limitation all costs thereof as defined in Section 1 of Chapter 29C of the General Laws; and

That to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $40.8 million and issue bonds or notes therefor under Chapter 44, Section 8 of the General Laws and/or Chapter 29C of the General Laws or pursuant to any other enabling authority; and

That the Treasurer with the approval of the Board of Selectmen is authorized to borrow all or a portion of such amount from the Massachusetts Water Pollution Abatement Trust established pursuant to Chapter 29C of the General Laws and in connection therewith to enter into a loan agreement and/or security agreement with the Trust and otherwise to contract with the Trust and the Department of Environmental Protection with respect to such loan and for any federal or state aid available for the project or for the financing thereof; and

That the Board of Selectmen is authorized to enter into a project regulatory agreement with the Department of Environmental Protection, to expend all funds available for the project and to take any other action necessary to carry out the project; and

That, pursuant to G.L. Chapter 40, Section 39A, the Board of Selectmen is hereby authorized to act as Water Commissioners and to exercise all of the powers of Water Commissioners pursuant to General Laws Chapter 41, Section 69A; and

That the Town hereby accepts the provisions of General Laws Chapter 40, Sections 42A through 42F to authorize the collection of water rates and to permit the deferral of payment of water use charges by certain homeowner/occupants; and

That the Selectmen are authorized to petition the General Court to enact legislation as may be needed to permit the Town to assess privilege fees, establish a water enterprise fund and such other duties as are normally assigned to Water Commissioners, and further provided that the General Court may make any clerical or editorial changes of form only to the bill submitted by the Selectmen, and such other amendments to the bill submitted, as the Selectmen may approve before enactment by the General Court, and to authorize the Selectmen to approve amendments which shall be within the scope of the general public objectives of this petition.

Secret Ballot Vote 843 yes 432 no
Failed to meet 2/3 needed 850 to pass

Article 3:

The Board of Selectmen moved and seconded the following:

To transfer $158,746 from Free Cash in the following amounts, to the following accounts:

Town Clerk's Salary Account	$ 2100.
Town Report Account	12,066
FEMA Account	24,580.
Well Immediate Response Acct	120,000.

Passed by majority voice vote

Article 4.

Thomas Johnson, petitioner of this article, read the article as his motion to establish a water supply by appropriating $5,800,000.00 including construction and development of public wells.

See Article in warrant.

Secret Ballot Votes 387 Yes 605 No article failed

Article 5.

A motion was not given to the Town Clerk or Moderator. The article was voted as a Resolution since the town does not own the road, we cannot plow or maintain the road. The Selectmen will establish a committee to explore the process necessary to support a necessary solution.

Majority voice vote

Article 6.

This article was indefinitely postponed. The petitioners(Colleys) were not present and the Selectmen had not received proof of damages from the petitioner.

Unanimous voice vote

The quorum for this town meeting was 210 voters. There were 1368 voters in attendance for this meeting. The town meeting was called for 10:00 a.m. on Saturday however began at 11:15 a.m. when the Town Clerk read the call of the meeting. The Moderator declared the meeting closed at 2:00 p.m. and was dissolved.

A True Copy Attest: Lillian Lampesti

COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH

SS: Barnstable County
To: The Constable of the Town of Eastham

Greeting:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said town who are qualified to vote in the Special State Election to vote at:

Eastham Town Hall Precinct 1

on **TUESDAY, THE TWENTY-FIFTH OF JUNE, 2013**, from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the Special State Election for the candidates of political parties for the following office:

SENATOR IN CONGRESS.....FOR THIS COMMONWEALTH

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 5th day of June, 2013

SELECTMEN OF THE TOWN OF EASTHAM

I have posted attested copies of this warrant at the Post Office in Eastham and North Eastham at least seven days before the date of this election.

Constable

Date June 10, 2013

A True Copy Attest Lillian Lamperti

Lillian Lamperti
Town Clerk

Commonwealth of Massachusetts
Town of Eastham
Special State Election
June 25, 2013

Pursuant to the provisions of the foregoing warrant, the voters assembled at Eastham Town Hall to vote for a Senator in Congress at this election, the results are as follows:

SENATOR IN CONGRESS

Gabriel E. Gomez	866
Edward J. Markey	994
Richard A. Heos	8
Blanks	7
TOTAL	1875

The polls opened at 7: 00 a.m. and closed at 8:00 p.m. The ballot box read 0000 at the beginning and read 1875 at the closing. There were 4156 voters registered for this election.

The Warden, Shawn Shea, announced the closing of the polls and results were posted.

A True Copy Attest:
Lillian Lamperti
Lillian Lamperti
Town Clerk

EASTHAM VETERANS' SERVICES

To the Honorable Board of Selectmen and the Citizens of the Town of Eastham:

The following report is of the activities of the Department of Veterans' Services for Calendar Year 2013. Our duties are categorized in two basic areas: Benefits and Services.

Commonwealth Low-income Benefits:

This program is covered and authorized under Massachusetts General Law Chapter 115. It provides financial assistance to honorably-discharged, veterans who establish need and worthiness and are residents of the Town of Eastham. During the year the Town, through our office, extended benefits to qualified veterans totaling $12,100 for housing, food, heat, medical and other related costs. The amount expended was reimbursed to the Town by the Commonwealth at a rate of 75% of total expenditures.

Federal Benefits and Services:

We assisted veterans and their dependents in obtaining federal, state and local benefits under the broad umbrella of the Department of Veterans Affairs. These services included payments for service-connected disabilities, pensions, education, medical, burial, medals and records. During the year, this office assisted in obtaining over $1.3 million in cash payments for compensation and pensions for Eastham veterans and their dependents.

We would like to extend our thanks to the Eastham Council on Aging for hosting an annual seminar which allows us to inform the town's veterans and widows regarding their available benefits.

We would especially like to thank the Town Administrator, Treasurer and Town Accountant for their assistance and support throughout the year.

Contact Information:

Our service officers for the Town are Wil Remillard and Harry Rae. We encourage all veterans and their dependents to utilize our services. We hold office hours for the Lower Cape in the Harwich Town Hall Tuesday, Wednesday and Thursday from 9:00 AM to 4:00 PM. The phone number is 1-508-430-7510. Veterans may also contact the main office in Hyannis five days per week at 1-888-778-8701.

In Service to Veterans,

Wilfred Remillard
Veterans Service Officer
Town of Eastham

Edward F. Merigan
Director/Veterans Agent
Barnstable District

VISITOR'S TOURISM AND PROMOTION SERVICES BOARD

Our continued emphasis is on improving opportunities.for visitors and residents alike.

Band concerts on Monday nights continue to draw a large crowd of all ages and interests. Each Monday night durhig July and August features a different musical group with many different styles and types of music. We have local musicians as well as groups from other areas.

We have added another set of banners to display on Brackett and Massasoit Roads. We now have banners for the four seasons ..

Effie continues to get our support in the beautification of our traffic islands.

The Welcome to Eastham signs which we replaced several years ago are now undergoing refurbishing and will be ready for the summer season.

Continued efforts to enhance our green and gazebo area are always on going. We hope to do an upgrade to the electrical service in the coming year.

Respectfully submitted,

Prudence Kerry, Chair
Sonnie Nuendel
Al Sette

WATER MANAGEMENT COMMITTEE

The Water Management Committee, with nine members, provides review and advice on public water supply, wastewater, and protection of surface, ground, fresh, and estuary water quality.

Municipal Water Supply. Eastham citizens considered and rejected at two Town Meetings in 2013 five, water supply articles/motions each short of a two-thirds majority required for bond financed construction. At issue is septic systems being close to private wells in porous soils. The vote for Town-wide supply costing $114.8 million was 33 votes short (685 in favor/ 392 against) May 6, and 75 votes short (809 in favor/516 against) Jun 22. The vote for a limited, core/Phase One proposal providing connection to 2,086 properties including 80 percent of the commercial properties at $40.8 million was 19 votes short (621in favor/330 against) May 6, and 7 short (843 in favor/432 against) Jun 22. For a proposal to supply water to 221 homes near the closed, municipal landfill at $5.6 million the vote was 387 in favor and 605 against Jun 22.

Freshwater Pond Alum Treatment. The Town treated Great Pond to reduce algal and submerged aquatic plant growth by applying aluminum sulfate and sodium aluminate by private contractor in the deeper areas in Oct 2013. The chemicals serve to hold phosphorus, a plant nutrient, safely in the bottom sediments preventing a surge of growth in summer. Town Community Preservation Act, $220,000 funding paid for the treatment. Post treatment evaluation indicates success and monitoring will continue for a year. Also monitoring of the similar treatment to Herring Pond in Nov 2012 and costing $140,000 in CPA funds indicates high-level success. The Action Plan for Town ponds, Dec 2011 recommended both treatments.

Comprehensive Plan to Protect Pond Water Quality. The plan purpose is to recommend actions to restore water quality and prevent impairment, specifically in the 11 ponds thus far studied. As of Dec 2013 the Selectmen approved a final draft prepared by the Water Management Committee coordinating with the Conservation Commission and Board of Health and opened the review and comment process by other entities within the Town government, before asking for general public and other governmental body comments. The Selectmen charged the water committee with plan preparation in Aug 2012.

Brochure, Keeping Eastham Ponds Healthy. The two-page, tri-fold brochure identifies actions persons in Town can do to maintain and improve water quality in freshwater ponds, and provides details on conditions and information resources. Preparation leads to printing in Jan 2014. In the preparation the Town Conservation Commission, Board of Health, Natural Resources Department, Open Space Committee, and Recreation Commission provided review.

Closed Landfill Groundwater Contamination. In Oct 2012 required, groundwater monitoring at the 1997-closed, Eastham municipal landfill detected a probable human carcinogen, 1-4 dioxane, for the first time, but below the recommend limit set by the US Environmental Protection Agency. The Town, as the responsible party, responded by performing a formal, incident investigation with sampling and testing of area private wells to identify contamination extent, and preparing a required, Immediate Response Action Plan (IRAP) with a legal notice in the local newspaper Jan 18, 2013. That testing detected the contaminate below the USEPA limit in four private wells down-gradient of the landfill. The Town provided a replacement well at one

residence, and continues to provide bottled water to affected residences as temporary help. A motion to construct water supply to the contaminated area failed Town Meeting in May.

Freshwater Pond Monitoring. Volunteers continued sampling 12 freshwater ponds in Apr-Aug 2013 accumulating 13 years of record for most ponds working within in the Pond and Lake Stewards (PALS) program sponsored by the Cape Cod Commission. Sampling also continued in Salt Pond and Town Cove as an extension of the Pleasant Bay Alliance monitoring program.

Eastham Water Related Documents. For reference use, the Committee compiled a 23-document list of paper and digital documents related to Eastham water resource in 2013.

Other Water-Related Support. The Committee monitors the following actions.

- **Federal Clean Water Act, Cape Cod 208 Plan.** About seven Town citizens and two Selectmen in two, watershed working groups and with Cape Cod Commission administrative support began meeting in Jul 2013 to update the Cape Cod, regional, wastewater management plan. The groups are to select courses of action judged suitable for specific watersheds to reduce the amount of nitrate nitrogen moving from land to sea. Eastham participates in two of eleven working groups: Pamet River/Wellfleet Harbor, and Nauset and Cape Cod Bay Marshes. The estimated nitrate sources are: septic systems, 80%; road runoff, 8%; and lawn fertilizer, 8%.

- **Rock Harbor Boat Basin Water Quality Regulation.** In 2013 the Selectmen continued to consider how to seek less stringent, water quality regulation for Rock Harbor boat basin with impact on wastewater infrastructure cost in the watershed shared with Orleans. The Cape Cod Water Protection Collaborative, a county government agency, provided the Selectmen with a draft, "boat basin" designation request in Jul 2013. Similar regulatory conditions exist in Wychmere Harbor in Harwich, Barnstable Harbor, and Sesuit Harbor in Dennis.

- **Orleans-Brewster-Eastham Groundwater Protection District.** The need for more time to decide and lack of a similar cost alternative, caused the Orleans, Brewster, and Eastham Selectmen to extend the planned, Tri-Town, septage plant closing date to Dec 30, 2016.

- **Nauset and Rock Harbor Estuary Technical Reports.** As of Dec 2013 both reports, dated 2007 and 2012 respectively, remain in draft as Town, county, and state review and comment continues. In final form the reports establish the allowable nitrogen concentration in the water, thus identifying the required level of wastewater infrastructure construction.

- **Law Suit Involving Cape Cod, Area-Wide Wastewater Management Plan.** In Jul 2013 the federal judge hearing the suit file in 2010 linked it to the outcome of the Clean Water Act, Section 208 Plan preparation now on going and lead by the Cape Cod Commission.

- **Proposed Eastham-Orleans Joint Sewer System Construction.** The Selectmen continued to propose that Orleans treat sewage from the Eastham Town Cove watershed, if such constructed.

- **Eastham Turf Management Policy.** In Aug 2013 Eastham Selectmen adopted a policy to prohibit, with exception, the application of fertilizer and pesticide on municipal turf.

- **Draft Flood Management Maps.** In Jul 2013 the Federal Emergency Management Agency issued and asked for comments on draft maps, which become effective Jun 9, 2014.

Committee recognizes for their contribution members Karl Weiss, Vice Chair and 13-year member; and Edward Sedlock, who retired from the Committee in 2013.

Respectfully submitted,

Charles Harris, Chair

ZONING BOARD OF APPEALS

The Zoning Board of Appeals' meetings were regularly held on the second Thursday of the month at 5 PM.

The ZBA considered several cases during 2013. The cases ranged from applications for Special Permits to minor variance requests.

This year we had no joint meetings of the ZBA and the Planning Board. Such joint hearings are held when possible when a petitioner seeks both residential site plan review and a special permit.

Personnel: Richard Dill resigned from the Board and was replaced by Joanne Verlinden during the calendar year 2013. The board welcomed, as an alternate, Sherwood Doolittle.

At the Board's organizational meeting in November, the following officers were re-elected: Robert Sheldon as Chairman, George Reinhart as Vice-Chairman, and John Zazzaro as Clerk. The other ZBA Members are Joanne Verlinden (2013) and Edward Schneiderhan. At year-end we had one alternate, Sherwood Doolittle.

The ZBA had the assistance of Planning Consultant Jeff Thibodeau.

Respectfully submitted,

Robert J. Sheldon, Chairman,
Zoning Board of Appeals, Town of Eastham

TOWN ACCOUNTANT

TOWN OF EASTHAM

Combined Balance Sheet-All Fund Types And Account Group

June 30, 2013

	Governmental Fund Types			Fiduciary Fund Types	Account Group	Totals
	General	Special Revenue	Capital Projects	Trust & Agency	General Long Term Obligation	{Memorandum Only}
Assets						
Cash	4,393,353.07	5,730,515.00	1,365,944.78	1,360,525.67		12,850,338.52
Petty Cash	495.00					495.00
Investments						
Property Taxes Receivable:						
Real Estate	314,456.15					314,456.15
Personal Property	3,622.59					3,622.59
Land Bank/CPC	8,503.06					8,503.06
Reserved for Abatements/Exemptions	(85,127.24)					(85,127.24)
Other Accounts Receivable:	8,578.20			75,886.82		84,465.02
Motor Vehicle Excise Tax	128,264.69					128,264.69
Other Excise	4,483.00					4,483.00
Tax Liens	93,882.72	1,188.07				95,070.79
Accounts Receivable		739.87				739.87
Special Assessments		156,248.69				156,248.69
Departmental (Ambulance)		110,332.93				110,332.93
Intergovernmental						-
Deferred Taxes						
Tax Foreclosures	58,928.12					58,928.12
Amounts To Be Provided For Retirement Of Long Term Obligations					14,834,522.03	14,834,522.03
Total Assets	**4,929,439.36**	**5,999,024.56**	**1,365,944.78**	**1,436,412.49**	**14,834,522.03**	**28,565,343.22**

	Governmental Fund Types			Fiduciary Fund Types	Account Group	Totals
	General	Special Revenue	Capital Projects	Trust & Agency	General Long Term Obligation	{Memorandum Only}
Liabilities and Fund Equity:						
Warrants payable	213,545.80					213,545.80
Net Payroll Payable	269,500.19					269,500.19
Payroll Withholdings	118,820.46					118,820.46
Firearms Payable	2,325.00					2,325.00
Other Liabilities						-
Deferred Revenue Real Estate	232,951.50					232,951.50
Deferred Revenue Other	302,639.79	268,509.56		75,886.82		647,036.17
Landfill Closure and Postclosure Care Costs						
Accrued Sick/vacation Liability					322,333.78	322,333.78
Leases Payable					47,688.25	47,688.25
Notes Payable-Current						-
Bonds Payable					9,964,500.00	9,964,500.00
Authorized & Unissued					4,500,000.00	4,500,000.00
Total Liabilities	**1,139,782.74**	**268,509.56**	**-**	**75,886.82**	**14,834,522.03**	**16,318,701.15**

	Governmental Fund Types			Fiduciary Fund Types	Account Group	Totals
	General	Special Revenue	Capital Projects	Trust & Agency	General Long Term Obligation	{Memorandum Only}
Fund Equity:						
Fund Balances:						
Reserved:						
Reserved for Encumbrances	390,011.41					390,011.41
Reserved for Special Articles	1,038,632.48	301,166.10				1,339,798.58
Reserved for Expenditures	885,533.00					885,533.00
Reserved for Expend-Open Space		294,091.46				294,091.46
Reserved for Expend-Housing		133,268.00				133,268.00
Reserved for Expend-Historical		69,426.68				69,426.68
Reserved for Petty Cash						
Reserved for Over/Under Assessments						
Unreserved:						
Unreserved Appropriation Deficits						
Undesignated	1,475,479.73	4,932,562.76	1,365,944.78	1,360,525.67	-	9,134,512.94
Total Fund Equity	**3,789,656.62**	**5,730,515.00**	**1,365,944.78**	**1,360,525.67**	**-**	**12,246,642.07**
Total Liabilities and Fund Equity	**4,929,439.36**	**5,999,024.56**	**1,365,944.78**	**1,436,412.49**	**14,834,522.03**	**28,565,343.22**

Net Funded Fixed Debt
FY 2013

	BALANCE 7/1/2012	RETIRED	ADDITIONS	BALANCE 6/30/2013
Inside Debt Limit				
FIRE STATION	$ 600,000.00	$ 150,000.00		$ 450,000.00
PURCELL PROPERTY	$ 340,000.00	$ 35,000.00		$ 305,000.00
ASCHETTINO PROPERTY	$ 490,000.00	$ 50,000.00		$ 440,000.00
TITLE V MWPAT	$ 329,018.47	$ 227,518.47		$ 101,500.00
TITLE V MWPAT	$ 233,400.00	$ 20,400.00		$ 213,000.00
TRANSFER STATION	$ 240,000.00	$ 120,000.00		$ 120,000.00
ELEMENTARY SCHOOL	$ 5,720,000.00	$ 410,000.00		$ 5,310,000.00
MUNICIPAL WATER			$ 3,025,000.00	$ 3,025,000.00
TOTAL BONDS AUTHORIZED	**$ 7,952,418.47**	**$ 1,012,918.47**	**$ 3,025,000.00**	**$ 9,964,500.00**
TOTAL LONG TERM DEBT	**$ 7,952,418.47**	**$ 1,012,918.47**	**$ 3,025,000.00**	**$ 9,964,500.00**

Revenue
June 30, 2013

	General	Community Preservation	Municipal Water Supply	Nonmajor Governmental Funds	Total Revenue
REVENUES					
REAL ESTATE AND PERSONAL PROPERTY TAXES	17,423,201				17,423,201
MOTOR VEHICLE AND OTHER EXCISE TAXES	668,460				668,460
HOTEL/MOTEL TAXES	282,998				282,998
TAX LIENS	50,492				50,492
IN LIEU OF TAXES	7,407				7,407
COMMUNITY PRESERVATION SURCHARGES	-	516,564			516,564
CHARGES FOR SERVICES				405,745	405,745
INTERGOVERNMENTAL	1,035,340	181,059		1,209,103	2,425,502
PENALTIES AND INTEREST ON TAXES	88,882				88,882
LICENSES, PERMITS AND FEES	455,035				455,035
FINES AND FORFEITURES	43,576				43,576
DEPARTMENTAL	1,612,885			544,355	2,157,240
CONTRIBUTIONS				46,647	46,647
INVESTMENT INCOME	9,842	6,471		10,068	26,381
TOTAL REVENUES	**21,678,118**	**704,094**	**-**	**2,215,918**	**24,598,130**

TOWN OF EASTHAM
SUMMARY OF APPROPRIATIONS & EXPENDITURES
June 30, 2013

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
MODERATOR					
SALARY	150.00		150.00	150.00	0.00
TOTAL MODERATOR	**150.00**		**150.00**	**150.00**	**0.00**
SELECTMEN					
SELECTMEN (ELECTED) SALARY	7,500.00		7,500.00	4,500.00	3,000.00
ADMINISTRATION SALARY	371,958.00		371,958.00	363,655.86	8,302.14
ADMINISTRATION EXPENSE	16,100.00		16,100.00	16,073.38	26.62
ADMINISTRATION ENCUMBERED		1,920.11	1,920.11	297.50	1,622.61
TOTAL SPECIAL ARTICLES FOR FY2013	719,722.00	-112,000.00	607,722.00	232,497.87	375,224.13
CONTINUING APPROPRIATIONS		1,131,750.44	1,131,750.44	386,950.27	744,800.17
LEGAL SERVICES EXPENSE	65,000.00	20,000.00	85,000.00	76,570.78	8,429.22
TOWN REPORT	8,050.00	12,066.00	20,116.00	20,097.38	18.62
TOTAL SELECTMEN	**1,188,330.00**	**1,053,736.55**	**2,242,066.55**	**1,100,643.04**	**1,141,423.51**
FINANCE COMMITTEE					
RESERVE FUND	65,000.00	-31,989.00	33,011.00		33,011.00
TOTAL FINANCE COMMITTEE	**65,000.00**	**-31,989.00**	**33,011.00**	**0.00**	**33,011.00**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
ACCOUNTANT					
SALARY	122,306.00		122,306.00	116,235.17	6,070.83
EXPENSE	29,320.00		29,320.00	29,140.00	180.00
TOTAL ACCOUNTANT	**151,626.00**	**0.00**	**151,626.00**	**145,375.17**	**6,250.83**
ASSESSORS					
SALARY	200,045.00		200,045.00	187,286.45	12,758.55
EXPENSE	25,865.00		25,865.00	25,573.97	291.03
TOTAL ASSESSORS	**225,910.00**	**0.00**	**225,910.00**	**212,860.42**	**13,049.58**
TREASURER/COLLECTOR					
TREASURER (ELECTED) SALARY	78,980.00		78,980.00	78,980.00	0.00
SALARY	99,727.00		99,727.00	99,726.23	0.77
EXPENSE	7,915.00		7,915.00	6,016.17	1,898.83
TAX TITLE/FORECLOSURE	7,000.00		7,000.00	2,905.31	4,094.69
BANK CHARGES	2,100.00		2,100.00	1,391.26	708.74
TOTAL TREAS/COLLECTOR	**195,722.00**	**0.00**	**195,722.00**	**189,018.97**	**6,703.03**
DATA PROCESSING					
SALARY	139,225.00		139,225.00	134,508.73	4,716.27
EXPENSE	119,772.00		119,772.00	116,828.33	2,943.67
TOTAL DATA PROCESSING	**258,997.00**	**0.00**	**258,997.00**	**251,337.06**	**7,659.94**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
CENTRAL PURCHASING					
EXPENSE	57,855.00		57,855.00	53,001.15	4,853.85
ENCUMBERED		3,000.00	3,000.00	2,500.00	500.00
TOTAL CENTRAL PURCHASING	**57,855.00**	**3,000.00**	**60,855.00**	**55,501.15**	**5,353.85**
TOWN CLERK					
SALARY-ELECTED	65,997.00		65,997.00	65,997.00	0.00
SALARY	91,323.00	2,100.00	93,423.00	92,572.98	850.02
EXPENSE	9,700.00		9,700.00	8,373.50	1,326.50
ENCUMBERED		900.00	900.00	900.00	0.00
TOTAL TOWN CLERK	**167,020.00**	**3,000.00**	**170,020.00**	**167,843.48**	**2,176.52**
NATURAL RESOURCES					
SALARY	243,703.00		243,703.00	241,232.33	2,470.67
EXPENSE	29,144.00		29,144.00	27,363.14	1,780.86
CAPITAL	11,455.00		11,455.00	11,454.11	0.89
TOTAL NATURAL RESOURCES	**284,302.00**	**0.00**	**284,302.00**	**280,049.58**	**4,252.42**
PLANNING					
SALARY	72,077.00		72,077.00	69,076.86	3,000.14
EXPENSE	1,800.00		1,800.00	1,686.54	113.46
TOTAL PLANNING	**73,877.00**	**0.00**	**73,877.00**	**70,763.40**	**3,113.60**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
PUBLIC BUILDINGS/GROUNDS					
SALARY	147,147.00	1,640.00	148,787.00	131,843.68	16,943.32
EXPENSE	88,806.00	12,140.00	100,946.00	100,409.88	536.12
BULK FUEL	177,000.00		177,000.00	158,563.48	18,436.52
TOTAL BUILDINGS/GROUNDS	**412,953.00**	**13,780.00**	**426,733.00**	**390,817.04**	**35,915.96**
ENGINEERING & CONSULTING					
WAGES	1,000.00		1,000.00	481.60	518.40
EXPENSE	3,000.00		3,000.00	2,400.00	600.00
TOTAL ENGINEERING & CONSULTING	**4,000.00**	**0.00**	**4,000.00**	**2,881.60**	**1,118.40**
POLICE					
SALARY	1,384,604.00	78,209.00	1,462,813.00	1,462,812.52	0.48
EXPENSE	161,648.00		161,648.00	152,535.27	9,112.73
CAPITAL	9,564.00		9,564.00		9,564.00
ENCUMBERED		148.75	148.75	148.75	0.00
DISPATCHER SALARY	296,593.00	-16,000.00	280,593.00	270,384.83	10,208.17
DISPATCHER EXPENSE	2,700.00		2,700.00	2,143.85	556.15
TOTAL POLICE	**1,855,109.00**	**62,357.75**	**1,917,466.75**	**1,888,025.22**	**29,441.53**
FIRE					
SALARY	1,480,723.00	153,000.00	1,633,723.00	1,627,934.63	5,788.37
EXPENSE	135,841.00		135,841.00	119,858.00	15,983.00
CAPITAL	142,907.00	0.00	142,907.00	142,905.55	1.45
TOTAL FIRE	**1,759,471.00**	**153,000.00**	**1,912,471.00**	**1,890,698.18**	**21,772.82**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
BUILDING INSPECTOR					
SALARY	202,032.00		202,032.00	201,127.00	905.00
EXPENSE	3,049.00		3,049.00	2,376.51	672.49
TOTAL BUILDING INSPECTOR	**205,081.00**	**0.00**	**205,081.00**	**203,503.51**	**1,577.49**
CIVIL DEFENSE					
EXPENSE	100.00		100.00		100.00
TOTAL CIVIL DEFENSE	**100.00**		**100.00**	**0.00**	**100.00**
TREE WARDEN					
EXPENSE	420.00		420.00	375.00	45.00
TOTAL TREE WARDEN	**420.00**		**420.00**	**375.00**	**45.00**
EDUCATION					
ELEMENTARY SCHOOL EXPENSE	3,420,351.00		3,420,351.00	3,096,989.94	323,361.06
ELEMENTARY SCHOOL ENCUMBERED		298,146.28	298,146.28	296,124.29	2,021.99
ARTICLES CARRIED FORWARD		4,428.27	4,428.27	0.00	4,428.27
NAUSET OPERATING ASSESSMENTS	3,744,220.00	-55,000.00	3,689,220.00	3,689,220.00	0.00
CAPE COD REGIONAL TECHNICAL HS	282,806.00		282,806.00	282,806.00	0.00
TOTAL EDUCATION	**7,447,377.00**	**247,574.55**	**7,694,951.55**	**7,365,140.23**	**329,811.32**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
DPW					
SALARY	487,446.00		487,446.00	443,217.85	44,228.15
EXPENSE	118,138.00		118,138.00	68,401.80	49,736.20
CAPITAL	55,544.00		55,544.00	55,543.52	0.48
TOTAL DPW	**661,128.00**	**0.00**	**661,128.00**	**567,163.17**	**93,964.83**
SNOW AND ICE					
SALARY	32,160.00		32,160.00	32,160.00	0.00
EXPENSE	16,500.00	19,166.00	35,666.00	35,665.33	0.67
TOTAL SNOW AND ICE	**48,660.00**	**19,166.00**	**67,826.00**	**67,825.33**	**0.67**
STREETLIGHTING					
EXPENSE	7,600.00		7,600.00	5,987.11	1,612.89
TOTAL STREETLIGHTING	**7,600.00**	**0.00**	**7,600.00**	**5,987.11**	**1,612.89**
COLLECTION/DISPOSAL					
SALARY	161,633.00		161,633.00	158,718.98	2,914.02
EXPENSE	302,833.00		302,833.00	302,833.00	0.00
CAPITAL	15,707.00		15,707.00	11,771.00	3,936.00
ENCUMBERED		6,496.00	6,496.00	3,055.87	3,440.13
TOTAL COLLECTION/DISPOSAL	**480,173.00**	**6,496.00**	**486,669.00**	**476,378.85**	**10,290.15**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
VETERANS					
GRAVE OFFICER	75.00		75.00	75.00	0.00
ASSESSMENT	18,550.00		18,550.00	18,549.01	0.99
BENEFITS	9,000.00	4,000.00	13,000.00	11,462.43	1,537.57
TOTAL VETERANS	**27,625.00**	**4,000.00**	**31,625.00**	**30,086.44**	**1,538.56**
HEALTH					
SALARY	171,464.00		171,464.00	171,463.44	0.56
EXPENSE	18,541.00		18,541.00	14,572.92	3,968.08
NURSE	4,000.00		4,000.00	573.75	3,426.25
ENCUMBERED		192.35	192.35	26.55	165.80
INSPECTION OF ANIMALS	250.00		250.00	250.00	0.00
TOTAL HEALTH	**194,255.00**	**192.35**	**194,447.35**	**186,886.66**	**7,560.69**
COUNCIL ON AGING/ADULT DAY CARE					
SALARY	231,542.00	16,000.00	247,542.00	247,542.00	0.00
EXPENSE	32,004.00		32,004.00	27,235.13	4,768.87
TOTAL COUNCIL ON AGING	**263,546.00**	**16,000.00**	**279,546.00**	**274,777.13**	**4,768.87**
HUMAN SERVICES					
EXPENSE	61,500.00		61,500.00	61,500.00	0.00
TOTAL HUMAN SERVICES	**61,500.00**		**61,500.00**	**61,500.00**	**0.00**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
LIBRARY					
SALARY	217,314.00		217,314.00	214,407.61	2,906.39
EXPENSE	78,355.00		78,355.00	77,672.84	682.16
TOTAL LIBRARY	**295,669.00**	**0.00**	**295,669.00**	**292,080.45**	**3,588.55**
BEACH					
SALARY	259,028.00		259,028.00	246,763.76	12,264.24
EXPENSE	63,643.00		63,643.00	63,096.14	546.86
CAPITAL	8,223.00		8,223.00	8,222.99	0.01
TOTAL BEACH	**330,894.00**	**0.00**	**330,894.00**	**318,082.89**	**12,811.11**
PRINCIPAL AND INTEREST					
FIRE STATION BLDG PRINCIPAL	150,000.00		150,000.00	150,000.00	0.00
LANDFILL CAPPING PRINCIPAL	70,923.00		70,923.00	70,922.73	0.27
TRANSFER STATION PRINCIPAL	120,000.00		120,000.00	120,000.00	0.00
SEPTIC BETTERMENT LOAN PRINCIPAL	20,401.00		20,401.00	20,400.00	1.00
PURCELL LAND PRINCIPAL	35,000.00		35,000.00	35,000.00	0.00
INTEREST ON LONG TERM DEBT	330,086.00		330,086.00	303,625.70	26,460.30
INTEREST EXPENSE	36,460.00		36,460.00	24,430.19	12,029.81
EASTHAM ELEMENTARY	410,000.00		410,000.00	410,000.00	0.00
BANS MUNICIPAL WATER	125,000.00	-125,000.00	0.00		0.00
TOTAL DEBT	**1,297,870.00**	**-125,000.00**	**1,172,870.00**	**1,134,378.62**	**38,491.38**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
ASSESSMENTS					
COUNTY	216,897.00		216,897.00	216,897.00	0.00
STATE	235,163.00		235,163.00	235,163.00	0.00
TOTAL COUNTY/STATE ASSESSMENTS	**452,060.00**		**452,060.00**	**452,060.00**	**0.00**
BENEFITS AND INSURANCE					
EXPENSE	13,500.00		13,500.00	10,229.61	3,270.39
RETIREMENT ASSESSMENT	1,162,194.00		1,162,194.00	1,162,193.00	1.00
UNEMPLOYMENT	10,000.00		10,000.00	9,219.83	780.17
HEALTH INSURANCE/MEDICARE TOWN SHARE	1,904,576.00		1,904,576.00	1,829,084.54	75,491.46
TOWN INSURANCE PREMIUMS	325,600.00		325,600.00	298,360.50	27,239.50
UNPAID BILLS		5,349.00	5,349.00	5,348.87	0.13
TOTAL BENEFITS AND INSURANCE	**3,415,870.00**	**5,349.00**	**3,421,219.00**	**3,314,436.35**	**106,782.65**
TOTAL BUDGET	**21,890,150.00**	**1,430,663.20**	**23,320,813.20**	**21,396,626.05**	**1,924,187.15**

TOWN OF EASTHAM
SUMMARY OF APPROPRIATIONS & EXPENDITURES
December 31, 2013

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
MODERATOR					
SALARY	150.00		150.00	0.00	150.00
TOTAL MODERATOR	**150.00**	**0.00**	**150.00**	**0.00**	**150.00**
SELECTMEN					
SELECTMEN (ELECTED) SALARY	7,500.00		7,500.00	2,250.00	5,250.00
ADMINISTRATION SALARY	380,531.00		380,531.00	158,667.17	221,863.83
ADMINISTRATION EXPENSE	16,100.00		16,100.00	7,326.93	8,773.07
TOTAL ARTICLES FOR FY2014	770,733.00		770,733.00	138,382.27	632,350.73
CONTINUING APPROPRIATIONS		1,034,204.21	1,034,204.21	176,650.16	857,554.05
LEGAL SERVICES EXPENSE	80,000.00		80,000.00	18,249.25	61,750.75
TOWN REPORT	8,050.00		8,050.00		8,050.00
TOTAL SELECTMEN	**1,262,914.00**	**1,034,204.21**	**2,297,118.21**	**501,525.78**	**1,795,592.43**
FINANCE COMMITTEE					
RESERVE FUND	65,000.00	-14,252.65	50,747.35		50,747.35
TOTAL FINANCE COMMITTEE	**65,000.00**	**-14,252.65**	**50,747.35**	**0.00**	**50,747.35**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
ACCOUNTANT					
SALARY	126,760.00		126,760.00	57,907.48	68,852.52
EXPENSE	38,320.00		38,320.00	38,045.00	275.00
TOTAL ACCOUNTANT	**165,080.00**	**0.00**	**165,080.00**	**95,952.48**	**69,127.52**
ASSESSORS					
SALARY	194,717.00		194,717.00	96,173.53	98,543.47
EXPENSE	26,646.00		26,646.00	21,689.73	4,956.27
ENCUMBERED		180.00	180.00		180.00
TOTAL ASSESSORS	**221,363.00**	**180.00**	**221,543.00**	**117,863.26**	**103,679.74**
TREASURER/COLLECTOR					
TREASURER (ELECTED) SALARY	80,560.00		80,560.00	43,378.44	37,181.56
SALARY	102,679.00	600.00	103,279.00	51,337.87	51,941.13
EXPENSE	7,949.00		7,949.00	2,390.37	5,558.63
TAX TITLE/FORECLOSURE	7,000.00		7,000.00	0.00	7,000.00
BANK CHARGES	2,400.00		2,400.00	676.13	1,723.87
TOTAL TREAS/COLLECTOR	**200,588.00**	**600.00**	**201,188.00**	**97,782.81**	**103,405.19**
DATA PROCESSING					
SALARY	143,718.00		143,718.00	70,838.88	72,879.12
EXPENSE	126,073.00		126,073.00	46,081.80	79,991.20
TOTAL DATA PROCESSING	**269,791.00**	**0.00**	**269,791.00**	**116,920.68**	**152,870.32**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
CENTRAL PURCHASING					
EXPENSE	56,622.00		56,622.00	22,373.57	34,248.43
TOTAL CENTRAL PURCHASING	**56,622.00**	**0.00**	**56,622.00**	**22,373.57**	**34,248.43**
TOWN CLERK					
SALARY-ELECTED	67,317.00		67,317.00	36,247.68	31,069.32
SALARY	96,675.00		96,675.00	46,742.63	49,932.37
EXPENSE	9,890.00		9,890.00	3,007.24	6,882.76
ENCUMBERED		1,295.00	1,295.00	660.00	635.00
TOTAL TOWN CLERK	**173,882.00**	**1,295.00**	**175,177.00**	**86,657.55**	**88,519.45**
NATURAL RESOURCES					
SALARY	254,313.00		254,313.00	121,204.49	133,108.51
EXPENSE	29,149.00		29,149.00	7,576.18	21,572.82
TOTAL NATURAL RESOURCES	**283,462.00**	**0.00**	**283,462.00**	**128,780.67**	**154,681.33**
PLANNING					
SALARY	75,592.00		75,592.00	34,161.37	41,430.63
EXPENSE	3,821.00		3,821.00	343.13	3,477.87
TOTAL PLANNING	**79,413.00**	**0.00**	**79,413.00**	**34,504.50**	**44,908.50**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
PUBLIC BUILDINGS/GROUNDS					
SALARY	151,522.00		151,522.00	74,774.20	76,747.80
EXPENSE	88,806.00		88,806.00	49,998.12	38,807.88
BULK FUEL	212,000.00		212,000.00	80,235.55	131,764.45
TOTAL BUILDINGS/GROUNDS	**452,328.00**	**0.00**	**452,328.00**	**205,007.87**	**247,320.13**
ENGINEERING & CONSULTING					
WAGES	1,000.00		1,000.00	90.08	909.92
EXPENSE	3,000.00		3,000.00	0.00	3,000.00
ENCUMBERED		600.00	600.00	450.00	150.00
TOTAL ENGINEERING & CONSULTING	**4,000.00**	**600.00**	**4,600.00**	**540.08**	**4,059.92**
POLICE					
SALARY	1,511,113.00		1,511,113.00	750,764.30	760,348.70
EXPENSE	171,547.00		171,547.00	127,467.69	44,079.31
DISPATCHER SALARY	298,190.00		298,190.00	134,870.25	163,319.75
DISPATCHER EXPENSE	2,700.00		2,700.00	303.69	2,396.31
TOTAL POLICE	**1,983,550.00**	**0.00**	**1,983,550.00**	**1,013,405.93**	**970,144.07**
FIRE					
SALARY	1,658,211.00		1,658,211.00	842,418.19	815,792.81
EXPENSE	150,520.00	11,200.00	161,720.00	64,026.67	97,693.33
CAPITAL	119,077.00		119,077.00	115,571.09	3,505.91
ENCUMBERED		990.00	990.00	149.70	840.30
TOTAL FIRE	**1,927,808.00**	**12,190.00**	**1,939,998.00**	**1,022,165.65**	**917,832.35**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
BUILDING INSPECTOR					
SALARY	208,409.00		208,409.00	90,839.73	117,569.27
EXPENSE	3,049.00		3,049.00	314.54	2,734.46
TOTAL BUILDING INSPECTOR	**211,458.00**	**0.00**	**211,458.00**	**91,154.27**	**120,303.73**
CIVIL DEFENSE					
EXPENSE	100.00		100.00		100.00
TOTAL CIVIL DEFENSE	**100.00**	**0.00**	**100.00**	**0.00**	**100.00**
TREE WARDEN					
EXPENSE	420.00	0.00	420.00	420.00	0.00
TOTAL TREE WARDEN	**420.00**	**0.00**	**420.00**	**420.00**	**0.00**
EDUCATION					
ELEMENTARY SCHOOL EXPENSE	3,689,762.00		3,689,762.00	1,351,449.09	2,338,312.91
ELEMENTARY SCHOOL ENCUMBERED		316,135.13	316,135.13	314,635.70	1,499.43
ARTICLES CARRIED FORWARD		4,428.27	4,428.27		4,428.27
NAUSET OPERATING ASSESSMENTS	4,364,612.00		4,364,612.00	2,179,976.50	2,184,635.50
CAPE COD REGIONAL TECHNICAL HS	234,197.00		234,197.00	140,518.00	93,679.00
TOTAL EDUCATION	**8,288,571.00**	**320,563.40**	**8,609,134.40**	**3,986,579.29**	**4,622,555.11**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
DPW					
SALARY	510,341.00		510,341.00	242,308.06	268,032.94
EXPENSE	118,137.00		118,137.00	61,640.22	56,496.78
CAPITAL	15,500.00		15,500.00	15,499.64	0.36
ENCUMBERED		49,736.20	49,736.20	49,736.20	0.00
TOTAL DPW	**643,978.00**	**49,736.20**	**693,714.20**	**369,184.12**	**324,530.08**
SNOW AND ICE					
SALARY	32,160.00		32,160.00	6,210.79	25,949.21
EXPENSE	16,500.00		16,500.00	12,600.01	3,899.99
TOTAL SNOW AND ICE	**48,660.00**	**0.00**	**48,660.00**	**18,810.80**	**29,849.20**
STREETLIGHTING					
EXPENSE	7,600.00		7,600.00	2,617.47	4,982.53
TOTAL STREETLIGHTING	**7,600.00**	**0.00**	**7,600.00**	**2,617.47**	**4,982.53**
COLLECTION/DISPOSAL					
SALARY	176,845.00		176,845.00	89,826.76	87,018.24
EXPENSE	302,833.00		302,833.00	120,914.59	181,918.41
TOTAL COLLECTION/DISPOSAL	**479,678.00**	**0.00**	**479,678.00**	**210,741.35**	**268,936.65**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
VETERANS					
GRAVE OFFICER	75.00		75.00		75.00
ASSESSMENT	19,385.00		19,385.00	19,385.00	0.00
BENEFITS	12,500.00		12,500.00	4,348.13	8,151.87
ENCUMBERED		350.00	350.00	49.70	300.30
TOTAL VETERANS	**31,960.00**	**350.00**	**32,310.00**	**23,782.83**	**8,527.17**
HEALTH					
SALARY	178,735.00		178,735.00	88,062.72	90,672.28
EXPENSE	22,620.00		22,620.00	6,462.91	16,157.09
NURSE	4,000.00		4,000.00	425.00	3,575.00
ENCUMBERED		725.08	725.08	630.08	95.00
INSPECTION OF ANIMALS	250.00		250.00		250.00
TOTAL HEALTH	**205,605.00**	**725.08**	**206,330.08**	**95,580.71**	**110,749.37**
COUNCIL ON AGING					
SALARY	263,024.00		263,024.00	134,803.15	128,220.85
EXPENSE	32,454.00		32,454.00	12,390.10	20,063.90
TOTAL COUNCIL ON AGING	**295,478.00**	**0.00**	**295,478.00**	**147,193.25**	**148,284.75**
HUMAN SERVICES					
EXPENSE	63,000.00		63,000.00	23,075.00	39,925.00
TOTAL HUMAN SERVICES	**63,000.00**	**0.00**	**63,000.00**	**23,075.00**	**39,925.00**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
LIBRARY					
SALARY	227,511.00		227,511.00	97,106.68	130,404.32
EXPENSE	80,825.00		80,825.00	31,690.91	49,134.09
TOTAL LIBRARY	**308,336.00**	**0.00**	**308,336.00**	**128,797.59**	**179,538.41**
BEACH					
SALARY	270,712.00		270,712.00	171,513.45	99,198.55
EXPENSE	64,652.00		64,652.00	37,037.79	27,614.21
CAPITAL	8,223.00		8,223.00	8,222.99	0.01
TOTAL BEACH	**343,587.00**	**0.00**	**343,587.00**	**216,774.23**	**126,812.77**
PRINCIPAL AND INTEREST					
FIRE STATION BLDG PRINCIPAL	150,000.00		150,000.00	150,000.00	0.00
LANDFILL CAPPING PRINCIPAL	73,059.00		73,059.00	73,058.58	0.42
TRANSFER STATION PRINCIPAL	120,000.00		120,000.00	120,000.00	0.00
SEPTIC BETTERMENT LOAN PRINCIPAL	20,400.00		20,400.00	20,400.00	0.00
ASCHETTINO/PURCELL LAND PRINCIPAL	35,000.00		35,000.00		35,000.00
ELEMENTARY SCHOOL	410,000.00		410,000.00	410,000.00	0.00
INTEREST ON LONG TERM DEBT	324,674.00		324,674.00	175,057.47	149,616.53
INTEREST EXPENSE	10,000.00		10,000.00		10,000.00
MUNICIPAL WATER	395,000.00		395,000.00		395,000.00
TOTAL DEBT	**1,538,133.00**	**0.00**	**1,538,133.00**	**948,516.05**	**589,616.95**

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
ASSESSMENTS					
COUNTY	228,561.00		228,561.00	114,280.50	114,280.50
STATE	297,425.00		297,425.00	123,788.00	173,637.00
TOTAL COUNTY/STATE ASSESSMENTS	**525,986.00**	**0.00**	**525,986.00**	**238,068.50**	**287,917.50**
BENEFITS AND INSURANCE					
EXPENSE	13,500.00		13,500.00	1,396.05	12,103.95
RETIREMENT ASSESSMENT	1,254,081.00	2,452.65	1,256,533.65	1,256,533.65	0.00
UNEMPLOYMENT	10,000.00		10,000.00	4,701.17	5,298.83
HEALTH INSURANCE- TOWN SHARE	1,791,176.00		1,791,176.00	884,052.20	907,123.80
MEDICARE-TOWN SHARE	113,400.00		113,400.00	62,648.53	50,751.47
TOWN INSURANCE PREMIUMS	325,600.00		325,600.00	284,762.88	40,837.12
ENCUMBERED		20,000.00	20,000.00	8,162.00	11,838.00
TOTAL BENEFITS AND INSURANCE	**3,507,757.00**	**22,452.65**	**3,530,209.65**	**2,502,256.48**	**1,027,953.17**
TOTAL BUDGET	**23,646,258.00**	**1,428,643.89**	**25,074,901.89**	**12,447,032.77**	**12,627,869.12**

TREASURER'S CASH
June 30, 2013

Cash & Checks in Office	$	150
Non-Interest Bearing Checking Accounts	$	-
Interest Bearing Checking Accounts	$	-
Liquid Investments	$	11,492,271
Trust Funds	$	1,357,918
Total All Cash and Investments	$	12,850,339

Respectfully Submitted,

Joan M. Plante
Treasurer/Collector

TRUST FUNDS
June 30, 2013

FUND NAME	EXPENDABLE	NON-EXPENDABLE	BALANCE 6/30/13
Timothy Smith Fund	$ 189,648.63	$ 50,000.00	$ 239,648.63
Olde Wind Grist Mill	$ 5,087.32	$ 5,500.00	$ 10,587.32
Town Hall Fund	$ 2,888.64	$ 1,400.00	$ 4,288.64
World War I Memorial Fund	$ 923.52	$ 268.38	$ 1,191.90
Maurice Wiley Scholarship Fund	$ 3,716.79	$ 2,040.00	$ 5,756.79
Mercy Mines Cemetery Fund	$ 822.77	$ 50.00	$ 872.77
Frank O. Daniels Cemetery Fund	$ 61.01	$ 50.00	$ 111.01
Eastham Grange Educational Aid	$ 12,047.88	$ -	$ 12,047.88
Affordable Housing Trust	$ 412,411.79	$ -	$ 412,411.79
Stabilization	$ 152,358.94	$ -	$ 152,358.94
Library Trustees Interest Account	$ 412,848.12	$ -	$ 412,848.12
Library Trustees Memorial Fund	$ 14,603.93	$ 48,315.31	$ 62,919.24
Eugenia & Andrew Merrill Memorial Fund	$ 702.20	$ 500.00	$ 1,202.20
Robert C. Billings Memorial Fund	$ 6,340.65	$ 14,000.00	$ 20,340.65
Thomas R. Cawley Memorial Fund	$ 465.00	$ 1,275.00	$ 1,740.00
Gertrude D. Nason Memorial Fund	$ 2,628.52	$ 2,500.00	$ 5,128.52
Gertrude P. Zollinger Memorial Fund	$ 998.67	$ 1,000.00	$ 1,998.67
Robert W. Sparrow Memorial Fund	$ 210.52	$ 8,162.00	$ 8,372.52
Capt. Cyrus H. Campbell Memorial Fund	$ 655.19	$ 1,000.00	$ 1,655.19
Vivian Andrist Memorial Fund	$ 147.02	$ 2,290.00	$ 2,437.02

Respectfully Submitted,

Joan M. Plante
Treasurer/Collector

COLLECTOR'S REPORT
OUTSTANDING TAXES

	UNCOLLECTED TAXES 06/30/2012	COMMITMENTS	ABATEMENTS AND ADJUSTMENTS	TRANSFERS TO TAX TITLE	COLLECTIONS NET OF REFUNDS	UNCOLLECTED TAXES 6/30/2013
REAL ESTATE						
2011	$ 49,383	$ -	$ -	$ 4,226	$ 45,157	$ -
2012	$ 312,256	$ -	$ 1,130	$ 28,252	$ 253,107	$ 29,766
2013	$ -	$ 17,339,702	$ 117,375	$ -	$ 16,937,637	$ 284,690
COMMUNITY PRESERVATION ACT						
2011	$ 966	$ -	$ -	$ 126	$ 840	$ -
2012	$ 8,461	$ -	$ -	$ 848	$ 6,937	$ 677
2013	$ -	$ 520,179	$ 3,514	$ -	$ 508,839	$ 7,826
PERSONAL PROPERTY						
Prior Years	$ 428	$ -	$ -	$ -	$ -	$ 428
2007	$ -	$ -	$ -	$ -	$ -	$ -
2008	$ 32	$ -	$ -	$ -	$ 18	$ 14
2009	$ 23	$ -	$ 8,872	$ -	$ 8,872	$ 23
2010	$ 57	$ -	$ -	$ -	$ 57	$ -
2011	$ 369	$ -	$ -	$ -	$ 251	$ 118
2012	$ 2,413	$ -	$ -	$ -	$ 2,065	$ 348
2013	$ -	$ 165,353	$ 279	$ -	$ 162,383	$ 2,691

COLLECTOR'S REPORT
OUTSTANDING TAXES

MOTOR VEHICLE & BOAT EXCISE TAX	UNCOLLECTED TAXES 06/30/2012	COMMITMENTS	ABATEMENTS AND ADJUSTMENTS	COLLECTIONS NET OF REFUNDS	UNCOLLECTED TAXES 6/30/2013
1990	$ 1,647	$ -	$ -	$ -	$ 1,647
1991	$ 1,848	$ -	$ -	$ -	$ 1,848
1992	$ 1,549	$ -	$ -	$ -	$ 1,549
1993	$ 902	$ -	$ -	$ -	$ 902
1994	$ 1,115	$ -	$ -	$ -	$ 1,115
1995	$ 839	$ -	$ -	$ -	$ 839
1996	$ 1,454	$ -	$ -	$ 5	$ 1,449
1997	$ 1,371	$ -	$ -	$ 5	$ 1,366
1998	$ 1,530	$ -	$ -	$ -	$ 1,530
1999	$ 1,380	$ -	$ -	$ -	$ 1,380
2000	$ 2,637	$ -	$ -	$ -	$ 2,637
2001	$ 2,194	$ -	$ -	$ -	$ 2,194
2002	$ 2,530	$ -	$ -	$ -	$ 2,530
2003	$ 2,160	$ -	$ -	$ -	$ 2,160
2004	$ 2,483	$ -	$ -	$ -	$ 2,483
2005	$ 2,476	$ -	$ -	$ -	$ 2,476
2006	$ 2,737	$ -	$ -	$ 107	$ 2,630
2007	$ 1,463	$ -	$ -	$ 76	$ 1,387
2008	$ 2,671	$ -	$ 18	$ 222	$ 2,431
2009	$ 3,481	$ -	$ 44	$ 325	$ 3,113
2010	$ 3,641	$ -	$ 203	$ 758	$ 2,680
2011	$ 6,803	$ -	$ 790	$ 2,309	$ 3,704
2012	$ 38,189	$ 65,843	$ 6,070	$ 90,175	$ 7,788
2013	$ -	$ 665,866	$ 12,463	$ 578,700	$ 74,703

SALARIES/WAGES
Paid in FY 2013

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Selectmen						
Adams, Wallace	Selectman					$ -
Burt, Linda	Selectman					$ -
Eckman, Aimee	Selectman	$ 1,500.00				$ 1,500.00
McDonald, Martin	Selectman	$ 1,500.00				$ 1,500.00
Knight, John	Selectman	$ 1,500.00				$ 1,500.00
						$ 4,500.00
Moderator						
Schropfer, David	Moderator	$ 150.00				$ 150.00
						$ 150.00
Administration						
Anderson, Madeleine	Receptionist/Office Assistant II	$ 31,820.16				$ 31,820.16
Balmer, Nanette	Assistant Town Administrator	$ 79,807.62			$ 270.00	$ 80,077.62
Shaw, Elizabeth	Administrative Secretary	$ 51,524.21				$ 51,524.21
Speros, Lorraine	Administrative Secretary	$ 40,853.86		$ 650.00		$ 41,503.86
Vanderhoef, Sheila	Town Administrator	$ 146,000.01		$ 3,000.00	$ 10,300.00	$ 159,300.01
						$ 364,225.86
Assessing						
Cabral, Bruce	Data Collector	$ 35,581.00				$ 35,581.00
Gyurits, Janet	Office Assistant II	$ 17,882.80				$ 17,882.80
McAleer, Gail	Deputy Assessor	$ 87,859.20		$ 700.00		$ 88,559.20
Nicholson, Cynthia	Assistant to DeputyAssessor	$ 45,263.45				$ 45,263.45
						$ 187,286.45

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Town Accountant Office						
Donahue, Noreen	Assistant Town Accountant	$ 61,880.05				$ 61,880.05
Rommelmeyer, Diane	Town Accountant	$ 54,355.12				$ 54,355.12
						$ 116,235.17
Treasurer/Tax Collector						
Finlay, Victoria	Payroll/Benefits Clerk	$ 48,193.60		$ 700.00		$ 48,893.60
Johnson, Sandra	Assistant Treasurer/Collector	$ 50,832.63				$ 50,832.63
Plante, Joan	Treasurer/Collector	$ 78,980.00				$ 78,980.00
						$ 178,706.23
Data Processing						
Caliri,Jr., Michael	Video Services Coordinator	$ 39,497.55				$ 39,497.55
Langelier, Kevin	Video Services Coordinator	$ 2,672.91				$ 2,672.91
Slavin, Jack	MIS Director	$ 94,731.08		$ 650.00		$ 95,381.08
						$ 137,551.54
Town Clerk's Office						
Fischer, Susanne	Assistant Town Clerk	$ 46,810.40		$ 650.00	$ 1,401.74	$ 48,862.14
Lamperti, Lillian	Town Clerk	$ 65,997.00			$ 300.00	$ 66,297.00
O'Shea, Mary Beth	Office Assistant II	$ 40,258.40			$ 58.24	$ 40,316.64
						$ 155,475.78
Public Buildings						
Connors, Marcia	Temp. Custodian	$ 3,898.89				$ 3,898.89
Cormier, Ronald	Custodian II	$ 39,237.85	$ 1,778.33			$ 41,016.18
Giguere, Richard	Custodian I	$ 41,278.80		$ 900.00		$ 42,178.80
Varley, Robert	Building Maintenance Supervisor	$ 44,066.17		$ 1,200.00		$ 45,266.17
						$ 128,461.15

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Police Department						
Adams, Joshua	Patrolman	$ 57,938.99	$ 9,159.25		$ 664.00	$ 67,762.24
Back, Diana	Patrolman	$ 72,423.71	$ 8,129.38	$ 600.00		$ 81,153.09
Bohannon, Adam	Patrolman	$ 65,372.55	$ 24,932.61	$ 750.00	$ 1,804.00	$ 92,859.16
Booth, Reid	Patrolman	$ 58,953.77	$ 14,087.78		$ 4,296.00	$ 77,337.55
Daigle, Ryan	Patrolman	$ 54,606.04	$ 11,593.41		$ 4,173.00	$ 70,372.45
Deschamps, Daniel	Police Sergeant	$ 76,561.60	$ 25,541.73	$ 750.00	$ 328.00	$ 103,181.33
Dicarlo, Marco	Patrolman	$ 31,292.87	$ 8,905.31		$ 2,312.00	$ 42,510.18
Fogg, Kathleen	Assistant to the Police Chief	$ 54,828.80		$ 650.00		$ 55,478.80
Gould, Steven	Patrolman	$ 57,548.70	$ 20,346.98		$ 7,872.00	$ 85,767.68
Haley, Mark	Police Sergeant	$ 74,427.08	$ 24,782.07	$ 2,250.00		$ 101,459.15
Kulhawik, Edward	Police Chief	$ 127,894.36			$ 5,200.71	$ 133,095.07
Lucier, Stephen	Patrolman	$ 54,482.42	$ 13,917.49		$ 6,072.00	$ 74,471.91
Mungovan, Katherine	Patrolman	$ 63,206.01	$ 20,624.59		$ 6,252.00	$ 90,082.60
Plante, Gregory	Patrolman	$ 26,064.65	$ 4,089.17		$ 16,596.00	$ 46,749.82
Roderick, Kenneth	Lieutenant	$ 101,150.40		$ 2,400.00	$ 6,547.44	$ 110,097.84
Savin, Brian	Police Sergeant	$ 71,046.13	$ 21,193.87	$ 1,200.00	$ 11,784.00	$ 105,224.00
Schnitzer, Robert	Police Sergeant	$ 86,016.48	$ 16,026.62	$ 750.00	$ 164.00	$ 102,957.10
Sylvia, Norman	Patrolman	$ 83,753.43		$ 2,250.00		$ 86,003.43
						$ 1,526,563.40
Police Temp/Specials						
Higgins, Scott	On-Call Police Officer	$ 1,110.00			$ 328.00	$ 1,438.00
Kraeutler, Daniel	On-Call Police Officer	$ 232.00				$ 232.00
Mickle, Martin	On-Call Police Officer	$ 1,029.50				$ 1,029.50
Webber, Derek	On-Call Police Officer	$ 6,117.00	$ 174.50		$ 6,881.00	$ 13,172.50
						$ 15,872.00

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Fire Department						
Albino, Lisa	Captain	$ 83,778.15	$ 25,826.78	$ 3,753.80	$ 5,483.26	$ 118,841.99
Burns, Steven	Captain	$ 82,470.11	$ 15,541.16		$ 4,991.36	$ 103,002.63
Callahan, Ryan	Firefighter	$ 43,339.95	$ 11,119.93		$ 2,261.07	$ 56,720.95
Fisher, Kurt	Firefighter	$ 58,586.32	$ 29,585.34		$ 2,210.81	$ 90,382.47
Foley, Mark	Deputy Chief	$ 103,150.32			$ 3,870.57	$ 107,020.89
Francke, Barbara	Firefighter	$ 63,362.37	$ 18,295.56		$ 2,716.72	$ 84,374.65
Frazier, Charles	Captain	$ 79,047.36	$ 32,147.20		$ 4,672.35	$ 115,866.91
Hilferty, Eric	Firefighter	$ 57,628.94	$ 13,422.77		$ 1,894.98	$ 72,946.69
Labonte, Troy	Firefighter	$ 48,673.78	$ 14,268.75		$ 2,880.77	$ 65,823.30
McGrath,James	Firefighter	$ 56,477.23	$ 21,569.24	$ 550.00	$ 927.72	$ 79,524.19
Morse, Kyle	Firefighter	$ 64,242.48	$ 33,699.11	$ 750.00	$ 3,821.51	$ 102,513.10
Olson, Glen	Fire Chief	$ 111,464.09		$ 900.00	$ 4,158.39	$ 116,522.48
Piltzecker, William	Firefighter	$ 69,818.80	$ 17,066.11		$ 2,611.21	$ 89,496.12
Porteus, Sherri	Office Assistant III	$ 39,020.80				$ 39,020.80
Sprague, William	Captain	$ 81,109.39	$ 29,357.61		$ 4,902.26	$ 115,369.26
Topal, Rachel	Firefighter	$ 57,176.54	$ 10,777.70	$ 550.00	$ 3,158.30	$ 71,662.54
Van Buskirk, Ryan	Firefighter	$ 62,534.33	$ 5,211.20	$ 550.00	$ 3,126.69	$ 71,422.22
Watson Jr., Donald A.	Firefighter	$ 57,234.45	$ 15,075.29	$ 550.00	$ 3,401.64	$ 76,261.38
Wiley, Maurice	Firefighter	$ 51,866.64	$ 13,888.08		$ 3,078.96	$ 68,833.68
						$ 1,645,606.25
Building & Health Insp						
Adams II, Wallace	Wiring Inspector	$ 38,950.00			$ 200.00	$ 39,150.00
Barker, Susan	Assistant Health Agent	$ 49,595.02				$ 49,595.02
Crowley, Jane	Health Agent	$ 82,097.62		$ 750.00		$ 82,847.62
Defelice, Frank	Building Inspector	$ 76,876.80		$ 750.00	$ 300.00	$ 77,926.80
Gillespie-Lee, Laura	Office Assistant III	$ 39,020.80				$ 39,020.80
Magill-Strakele, Madelynanne	Office Assistant III	$ 47,975.20		$ 1,300.00		$ 49,275.20
Rego, Joseph	On-Call Electrical Inspector	$ 600.00				$ 600.00

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Stevens, Richard	On-Call Building Inspector	$ 1,475.00				$ 1,475.00
Thibodeau, Jeffrey	Environmental Planner	$ 69,076.86			$ 75.00	$ 69,151.86
Van Ryswood, Scott	Gas/Plumbing Inspector	$ 32,000.00			$ 1,000.00	$ 33,000.00
						$ 442,042.30
Natural Resources						
Brogan, Shana	Office Assistant III	$ 40,484.92				$ 40,484.92
Carlow, Peter	Deputy Natural Resource Officer	$ 53,733.90	$ 714.56	$ 650.00		$ 55,098.46
Deslauriers, Cynthia	Office Assistant	$ 2,863.24				$ 2,863.24
Helms, Joshua	Deputy Natural Resource Officer	$ 38,750.69	$ 683.93			$ 39,434.62
Hilmer, Richard	Deputy Natural Resource Officer	$ 43,743.66	$ 1,162.18			$ 44,905.84
Mugford, Richard	Wharfinger	$ 4,050.50				$ 4,050.50
O'Connor, Michael	Senior Deputy Nat Res Officer	$ 64,867.15	$ 1,704.39	$ 900.00	$ 300.00	$ 67,771.54
Palmer, Lindsey	Office Assistant	$ 1,370.71				$ 1,370.71
Roberts, Linda	Office Assistant	$ 1,920.56				$ 1,920.56
						$ 257,900.39
Dispatch						
Austin, Julie	Dispatch/Records Clerk	$ 52,561.61	$ 15,790.70	$ 2,100.00	$ 202.16	$ 70,654.47
Beaulieu, Melanie	Dispatcher	$ 50,675.78	$ 3,494.88	$ 650.00		$ 54,820.66
Braun, Mark	Dispatcher	$ 45,548.16	$ 11,522.54		$ 1,035.84	$ 58,106.54
Cicale, Rhea	Dispatcher	$ 17,940.87	$ 3,658.71	$ 233.33		$ 21,832.91
Leidenfrost, Kerianne	Dispatcher	$ 45,676.15	$ 6,807.75			$ 52,483.90
McCarthy, Eileen	Dispatcher	$ 50.38				$ 50.38
Schaefer, Ann	Dispatcher	$ 25,899.88	$ 2,248.70			$ 28,148.58
						$ 286,097.44

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Library						
Bryan, Cheryl	Library Director	$ 65,083.20				$ 65,083.20
Gloo, Linda	Library Assistant	$ 16,823.24		$ 459.00		$ 17,282.24
Harris, Adam	Seasonal Assistant	$ 3,927.01				$ 3,927.01
Hemley, Freya	Library Assistant	$ 2,229.08				$ 2,229.08
MacDonald, Karen	Librarian-Adult Services	$ 48,066.21				$ 48,066.21
McLoughlin, Frances	Librarian-Youth Services	$ 42,406.00				$ 42,406.00
Sinopoli, Marianne	Library Aide	$ 14,757.91				$ 14,757.91
Wells, Cornelia	Library Assistant	$ 19,680.96		$ 975.00		$ 20,655.96
						$ 214,407.61
DPW/Transfer Station						
Andres, Cornelius	Superintendant-Public Works	$ 105,289.60				$ 105,289.60
Becker, Charles	Laborer	$ 7,789.50				$ 7,789.50
Burgess, Alan	Machine Operator	$ 14,531.29				$ 14,531.29
Clifford, Barry	Foreman/Machine Operator	$ 64,824.07	$ 4,304.04			$ 69,128.11
Goodrich, James	Landfill Assistant	$ 37,518.44	$ 1,656.81			$ 39,175.25
Holmes, Brian	Machine Operator	$ 4,245.12	$ 165.83			$ 4,410.95
Johnson, Darryl	Machine Operator	$ 1,480.00				$ 1,480.00
Lopez, Victor	Laborer	$ 5,194.00				$ 5,194.00
McCarthy, Kevin	Machine Operator	$ 50,297.43	$ 4,186.45			$ 54,483.88
Mickle, Martin	Deputy Superintendant-DPW	$ 81,023.16	$ 9,091.89			$ 90,115.05
Peters, Jeffrey	Machine Operator	$ 58,324.96	$ 4,666.28	$ 900.00		$ 63,891.24
Steele, Raymond	Skilled Laborer/Gate Attendant	$ 45,569.28	$ 3,533.22	$ 650.00		$ 49,752.50
Sullivan, Valerie	Laborer	$ 2,448.00				$ 2,448.00
Vaughan, Heidi	Machine Operator	$ 56,555.23	$ 4,894.21	$ 1,300.00		$ 62,749.44
Wiesel, Gregory	Snow Plow Driver	$ 1,175.00				$ 1,175.00
Young, Charles	Machine Operator	$ 47,412.54	$ 4,830.84			$ 52,243.38
						$ 623,857.19

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
COA / Human Services						
Benelli, Jillian	Director-Adult Day Program	$ 55,681.61				$ 55,681.61
Burns, Maura	Day Center Activity Director	$ 13,433.79		$ 324.00		$ 13,757.79
Burritt, Dorothy	Office Assistant II	$ 36,472.80				$ 36,472.80
Carr, Marlene	Secretary	$ 115.00				$ 115.00
Civita, George	Driver	$ 2,766.53				$ 2,766.53
Downs, Martha	Asst to Day Center Program Direc	$ 20,668.96				$ 20,668.96
Dunham, Cynthia	Community Outreach	$ 48,339.20		$ 700.00		$ 49,039.20
Hawko, Thomas	Driver	$ 10,022.77				$ 10,022.77
Langlois, L. Paul	Driver	$ 3,878.78				$ 3,878.78
Lariviere, Ellen	Secretary	$ 287.50				$ 287.50
Munroe, Rachel	Day Center Activity Director	$ 5,606.56				$ 5,606.56
Oviatt, Janet	Driver	$ 1,905.91				$ 1,905.91
Peters, Jamie	Driver	$ 2,728.14				$ 2,728.14
Ramon, Richard	Day Center Program Aide	$ 20,234.24				$ 20,234.24
Szedlak, Sandra	Director	$ 44,018.14		$ 1,200.00		$ 45,218.14
						$ 268,096.43
Beach & Recreation						
Agro, Lindsay	Playground Leader	$ 1,445.27				$ 1,445.27
Bernazzani, Daniel	Head Lifeguard	$ 4,406.25				$ 4,406.25
Bernazzani, Scott	Gate Attendant	$ 110.00				$ 110.00
Bernazzani, Timothy	Gate Attendant	$ 2,903.20				$ 2,903.20
Bombanti, Lauren	Gate Attendant	$ 378.94				$ 378.94
Boughey, Andrew	Playground Leader	$ 1,409.38				$ 1,409.38
Bowens, Daniel	Gate Attendant	$ 2,652.58				$ 2,652.58
Burgess, Stephen	Gate Attendant	$ 93.50				$ 93.50
Catarino, Alexandra	Playground Leader	$ 1,787.63				$ 1,787.63
Congel, Jacob	Gate Attendant	$ 22.00				$ 22.00
Connors, Marcia	Sticker Seller	$ 2,567.56				$ 2,567.56

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Demarco,Thomas	Swim Instructor/Lifeguard	$ 4,217.50				$ 4,217.50
Derosas, Alison	Playground Leader	$ 88.00				$ 88.00
Derosas, Jillian	Playground Leader/Lifeguard	$ 2,730.38				$ 2,730.38
Deslauriers, Cynthia	Gate Attendant	$ 3,103.89				$ 3,103.89
Doyle, Katherine	Swim Instructor/Lifeguard	$ 210.00				$ 210.00
Edson, Ronald	Gate Attendant	$ 1,091.13				$ 1,091.13
Ericson, Melissa	Swim Instructor/Lifeguard	$ 2,951.13				$ 2,951.13
Fedus, Brittany	Playground Leader	$ 1,494.39				$ 1,494.39
Fish, Joseph	Gate Attendant	$ 2,553.12				$ 2,553.12
Frodel, Colby	Playground Leader	$ 1,410.83				$ 1,410.83
Grant III, Robert	Lifeguard	$ 98.00				$ 98.00
Henke, Kathleen	Lifeguard	$ 3,643.50				$ 3,643.50
Hodges, Benjamin	Playground Leader	$ 539.63				$ 539.63
Hudnut, Olivia	Playground Leader	$ 1,357.13				$ 1,357.13
Jacovino, Robert	Gate Attendant	$ 370.87				$ 370.87
Kemple, Lauren	Swim Instructor/Lifeguard	$ 3,775.25				$ 3,775.25
Kemple, Siobhan	Lifeguard	$ 98.00				$ 98.00
Lagasse, Annie	Gate Attendant	$ 2,221.32				$ 2,221.32
Lane, Emily	Sticker Seller	$ 668.25				$ 668.25
Leghorn, Edith	Head Lifeguard	$ 4,464.00				$ 4,464.00
Maclean, Stephanie	Gate Attendant	$ 2,462.27				$ 2,462.27
Maichin, Jonathan	Swim Instructor/Lifeguard	$ 406.00				$ 406.00
Marston, Noelle	Gate Attendant	$ 3,577.07				$ 3,577.07
McCarthy, Kelli	Head Sticker Seller	$ 5,613.26				$ 5,613.26
McGrath, Jacob	Playground Leader	$ 1,444.51				$ 1,444.51
Mead, Heidi	Gate Attendant/Recycler	$ 4,627.13				$ 4,627.13
Mickle, Christine	Beach/Rec Assistant Administrator	$ 58,094.42		$ 650.00		$ 58,744.42
Mullett, Danielle	Sticker Seller	$ 893.33				$ 893.33
Oviatt, Janet	Sticker Seller	$ 252.63				$ 252.63
Palmer, Lindsey	Gate Attendant	$ 4,289.77				$ 4,289.77

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Panaccione, Lisa	Recycler	$ 751.52				$ 751.52
Parker, Michael	Asst. Beach Supervisor	$ 6,400.70				$ 6,400.70
Peters, Benjamin	Playground Leader	$ 1,404.39				$ 1,404.39
Piltzecker, Charles	Gate Attendant	$ 2,919.20				$ 2,919.20
Powers, Mark	Beach/Rec Administrator	$ 76,316.40		$ 900.00	$ 300.00	$ 77,516.40
Roberts, Linda	Gate Attendant	$ 6,748.90				$ 6,748.90
Roderick, Logan	Gate Attendant	$ 2,369.64				$ 2,369.64
Simkins, Kyle	Gate Attendant	$ 2,178.14				$ 2,178.14
Smith, Kara	Lifeguard	$ 126.00				$ 126.00
Sullivan, Valerie	Playground Program Director	$ 3,005.14				$ 3,005.14
Van Ryswood, Tabor	Gate Attendant	$ 151.25				$ 151.25
Verrone, Leon	Gate Attendant	$ 2,248.13				$ 2,248.13
Weeks, Cassidy	Gate Attendant	$ 96.25				$ 96.25
White, Joshua	Lifeguard	$ 3,619.15				$ 3,619.15
White, Rachel	Gate Attendant	$ 423.50				$ 423.50
						$ 247,131.33
Olde Mill						
Owens, James	Head Miller	$ 2,898.00				$ 2,898.00
Boucher, Gerard	Assistant Miller	$ 1,826.00				$ 1,826.00
						$ 4,724.00
Elections & Registrations						
Andujar, Lewis	Election Teller					$ 140.00
Andujar, Maureen	Election Teller					$ 287.00
Benoit, Thomas	Election Teller					$ 35.00
Bohannon, Audrey	Election Teller					$ 175.00
Boucher, Paul	Election Teller					$ 56.00
Brocklebank, Veronica	Election Teller					$ 220.50
Clock, Patricia	Election Teller					$ 92.75

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Coppelman, Jean	Election Teller					$ 155.75
Crozier, Ann	Election Teller					$ 164.50
Derman, Gary	Election Teller					$ 112.00
Derman, Helen	Election Teller					$ 161.00
Dibona, Carol	Election Teller					$ 126.00
Ericson, Carl	Election Teller					$ 21.00
Ericson, Marcia	Election Teller					$ 115.50
Everett, Oliver	Election Teller					$ 28.00
Everett, Susan	Election Teller					$ 56.00
Harnett, Edmond	Election Teller					$ 98.00
Hartung, Deborah	Election Teller					$ 28.00
Hartung, Larry	Election Teller					$ 28.00
Hatch, Matthew	Election Teller					$ 29.75
Hottelman, Albert	Election Teller					$ 98.00
Hottelman, Kathleen	Election Teller					$ 29.75
Howard, Helen	Election Teller					$ 105.00
Lariviere, Ellen	Election Teller					$ 246.75
Lennox, John	Deputy Warden					$ 607.50
McMakin, James	Election Teller					$ 35.00
Morel, Anna	Election Teller					$ 28.00
Mickle, Christine	Election Teller					$ 64.75
Nickerson, Janice	Election Teller					$ 182.00
Nuendel, Bonnie	Election Teller					$ 178.50
Nuendel, Donald	Election Teller					$ 154.00
Porteus, Sherri	Election Teller					$ 112.00
Rabeni, Alice	Election Teller					$ 91.00
Radke, Lisa	Election Teller					$ 178.50
Rembisz, Irene	Election Teller					$ 56.00
Russo, James	Election Teller					$ 35.00
Sandusky, Mark	Election Teller					$ 155.75

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Saul, Cynthia	Election Teller					$ 35.00
Schofield, Karen	Election Teller					$ 56.00
Scholl, Marcia	Election Teller					$ 112.00
Sette, Mary Louise	Election Teller					$ 57.75
Shea, Shawn	Warden					$ 587.50
Silver, Susan	Election Teller					$ 56.00
Skehan, Patricia	Election Teller					$ 35.00
Smith, Lillian	Election Teller					$ 28.00
Smith, Robert	Election Teller					$ 136.50
Szeglin, Frances	Election Teller					$ 35.00
Thomas, Cathy	Election Teller					$ 136.50
Thomas, James	Election Teller					$ 45.50
Thurston, Roger	Election Teller					$ 112.00
Tuohey, Brian	Election Teller					$ 64.75
Van Nest, John	Election Teller					$ 45.50
Van Nest, Linda	Election Teller					$ 654.50
Wissell, Amy	Election Teller					$ 119.00
						$ 6,803.75

EASTHAM ELEMENTARY SCHOOL SALARIES
SCHOOL YEAR 2012-2013

EMPLOYEE	POSITION	SALARY	LONGEVITY	ADDITIONAL PAY
AMES KIMBERLY	TEACHER	$ 72,335	$ 500	
BARTOLINI NICOLETTE	TEACHER	$ 32,884		
BEALE TAMARA	CAF WORKER	$ 10,405	$ 400	$ 162.72 Snow Days
BRODIE KERIN	EDUCATIONAL ASSISTANT	$ 29,553	$ 450	$ 167 O/T; $ 1644 Add Pay
BROWN MURIEL	TEACHER	$ 85,307	$ 500	$ 2,414 Stipend
BURKE JOAN	SUBSTITUTE	$ 320		
BURT LINDA	HEAD CUSTODIAN	$ 52,428	$ 1,300	$ 500 Stipend
BUTCHER MARY JANE	EDUCATIONAL ASSISTANT	$ 34,409	$ 750	
CAPORALE MELISSA	SUBSTITUTE	$ 434.00		
CARLISLE JILL	TEACHER	$ 71,941	$ 500	
CHUDOMEL DIANE	EDUCATIONAL ASSISTANT	$ 1,057	$ 1,000	$ 156 Differential
CONSIGLIO-NOKS ARLYNN	SCHOOL COMM SECRETARY	$ 707		
CREMINS JOANNE	EDUCATIONAL ASSISTANT	$ 10,450		
CZUJAK DEBORAH	EDUCATIONAL ASSISTANT	$ 23,603		$ 1,227 Differental
DANIELS PAMELA	EECE COORDINATOR	$ 2,404		
DANIELS PATSY	SUBSTITUTE	$ 6,657		
DAVIS KATHY	TEACHER	$ 72,335	$ 1,500	$ 734 Stipend
DEEGAN TRACY	TEACHER	$ 72,335	$ 500	$ 3,414 Stipend
DIPROSPERO CAROLINE	EDUCATIONAL ASSISTANT	$ 22,334		
DONOVAN CAROLINE	DATA MNGMNT SEC	$ 32,689	$ 500	$ 1,723 Stipend
DOUGLAS DIANE	CAF... MANAGER	$ 31,951	$ 1,300	$ 124 O/T; $ 750 Stipend
DRISCOLL MOLLY	TEACHER	$ 47,535		
ESCHER MARY	TEACHER	$ 63,004	$ 1,500	$ 2,414 Stipend
ESPESETH DOREEN	SUBSTITUTE	$ 54		
EZZI KAREN	SUBSTITUTE	$ 124		
FERREIRA JACOB	SUBSTITUTE	$ 687		

EASTHAM ELEMENTARY SCHOOL SALARIES, CONTINUED

EMPLOYEE	POSITION	SALARY	LONGEVITY	ADDITIONAL PAY
FILMER-GALLAGHER HEIDI	SUBSTITUTE	$ 980		
FINNEGAN JOANNE	PRINCIPAL	$ 107,100		
FITZGERALD PHOEBE	EDUCATIONAL ASSISTANT	$ 28,261		
FLEMING JENNIFER	SUBSTITUTE	$ 200		
FOSTER AUBREY	SUBSTITUTE	$ 130		
FROMM ALICE	SUBSTITUTE	$ 3,589		
FRYE AMY	TEACHER	$ 85,307	$ 500	
GENOIS MARY	TEACHER	$ 66,488	$ 100	$ 2,500 Stipend
GIBBONS MELISSA	TEACHER	$ 57,134		
GIFFORD, JOHN	SUBSTITUTE	$ 764		
GRACIANO CATHERINE	SCHOOL PSYCHOLOGIST	$ 50,468		
HAYES SANDRA	SUBSTITUTE	$ 2,249		
HEMMENWAY CLARE	SUBSTITUTE	$ 660		
HOLLAND ALICE	EDUCATIONAL ASSISTANT	$ 34,397	$ 750	$ 36 Stipend
HOLLANDER-ESSIG CHARLES	TEACHER	$ 16,404	$ 500	
JONES JOHN	CUSTODIAL SUBSTITUTE	$ 2,620		
KARP DORIS	SUBSTITUTE	$ 300		
KELLY KAREN	SUBSTITUTE	$ 54		
KENDER KOLLEEN	EDUCATIONAL ASSISTANT	$ 33,424	$ 450	$ 209 Differential
KNIGHT ALEXANDER	SUMMER CUSTODIAN	$ 2,613		
KOPITSKY KATHLEEN	SUBSTITUTE	$ 1,912		
KRZEMINSKI GLENN	SUBSTITUTE	$ 132		
LEANUES SUSAN	SUBSTITUTE	$ 281		
LYON JENNIFER	TEACHER	$ 3,704		
MANSFIELD MARYLOU	SUBSTITUTE	$ 1,317		
MARNELL MICHAEL	SUBSTITUTE	$ 614		
MARSH DAVID	SUBSTITUTE	$ 124		
MARTIN-LANGTRY DONNA	SPEECH THERAPIST	$ 81,869	$ 500	
MCCARTHY MARY	TEACHER	$ 83,799	$ 2,000	

EASTHAM ELEMENTARY SCHOOL SALARIES, CONTINUED

EMPLOYEE	POSITION	SALARY	LONGEVITY	ADDITIONAL PAY
MCHUGH EILEEN	EDUCATIONAL ASSISTANT	$ 28,115		$ 60 Differential
MCLEAN ERIK	CUSTODIAN	$ 37,804		$ 250 Stipend: $ 552 O/T
MENZA BREIGH ANN	LIBRARY TEACHER	$ 41,691		$ 2,414 Stipend
MITCHELL HOLLEY	EDUCATIONAL ASSISTANT	$ 20,650		$ 1,296 Stipend
MOAN DOREEN	SUBSTITUTE	$ 70		
MORRIS LOUISE	TEACHER	$ 83,575	$ 500	
NABYWANIEC MARY JO	SUBSTITUTE	$ 54		
NARKON HANNAH	EDUCATIONAL ASSISTANT	$ 3,725		
NEWTON JULIE	TEACHER	$ 72,336	$ 500	
NIQUETTE KELLY	EDUCATIONAL ASSISTANT	$ 133		
O'BARA SUSAN	SUBSTITUTE	$ 82,576		
O'CONNOR KAREN	TEACHER	$ 83,800	$ 2,500	
OLSON COREEN	TEACHER	$ 72,336	$ 1,500	
OULD CATHERINE	SUBSTITUTE	$ 272		
PAINE JENNIFER	EDUCATIONAL ASSISTANT	$ 10,812		$ 238 Stipend
PENO ERICA	TEACHER	$ 82,318	$ 500	
POITRAS EILEEN	TEACHER	$ 42,762	$ 100	$ 2,500 Stipend
REICHERS KAREN	NURSE	$ 72,336	$ 500	
REITER LAURA	SUBSTITUTE	$ 116		
RICHARD ROSANA	SUBSTITUTE	$ 62		
ROCHE JOANNA	SUBSTITUTE	$ 140		
ROGACZ JENNIFER	SUBSTITUTE	$ 70		
ROGERS MARIE	SUBSTITUTE	$ 3,660		
ROSS MAUREEN	SUBSTITUTE	$ 1,218		
SALERNO SHERRY	EDUCATIONAL ASSISTANT	$ 6,847		
SANZO ANTHONY	CUSTODIAN	$ 34,341		$ 322 O/T
SCHNEIDER HELMUT	SUBSTITUTE	$ 54		
SCHRAFFT THERESA	SUBSTITUTE NURSE	$ 300		
SEISER BETH	SUBSTITUTE	$ 1,497		

EASTHAM ELEMENTARY SCHOOL SALARIES, CONTINUED

EMPLOYEE	POSITION	SALARY	LONGEVITY	ADDITIONAL PAY
SHAW TAMSYN	TEACHER	$ 71,942	$ 500	
SMITH MICHAEL	SUBSTITUTE	$ 3,307		
SOUTHER DEIDRE	EDUCATIONAL ASSISTANT	$ 34,457	$ 750	$ 478 Snow
SPEAKMAN RACHEL	LT SUBSTITUTE	$ 4,767		
SPRINGER SONI	TUTOR	$ 5,120		
STEPANCHENKO SVITLANA	ELL TEACHER	$ 5,397		
STEWART KAREN	SUBSTITUTE	$ 697		
STEWART MORGAN	TEACHER	$ 46,009		$ 1,550 Stipend
THOMPSON VICKI	SUBSTITUTE	$ 70		
VARLEY ELISE	SECRETARY	$ 51,834	$ 1,000	
WALKER SAMANTHA	SUBSTITUTE	$ 668.00		
WALLACE COLLEEN	CAFETERIA	$ 15,368	$ 650	$ 1,225 Stipend
WALTHER ANNE	SUBSTITUTE	$ 369		
WEBER JILL	EDUCATIONAL ASSISTANT	$ 34,699	$ 750	$ 288 Stipend
WHITE SARAH	SUBSTITUTE	$ 2,480		
YAKOLA ERIC	TEACHER	$ 72,336	$ 1,500	
TOTAL ELEMENTARY SCHOOL		**$ 2,628,974**		

NAUSET REGIONAL SCHOOL DISTRICT
7/1/12 - 6/30/13

Name	Position	Base Earnings	Longevity & Lexington	All Other	Grand Total
Abbott, Elizabeth	Psychologist	-	-	2,279.58	2,279.58
Ahokas, John A	MS Ed Assistant	31,509.00	450.00	240.00	32,199.00
Aitchison, Tania A	HS Cafeteria	-	-	1,749.95	1,749.95
Albright, Lori S	Teacher	83,736.19	500.00	0.00	84,236.19
Allard, Margaret E	Ed Assistant	11,855.00	-	0.00	11,855.00
Ambrose, Clifford	Custodian	37,619.20	-	2,182.62	39,801.82
Andac, Elizabeth P	Eddy SN Teacher	3,864.00	-	0.00	3,864.00
Anderson, Emma C	Teacher	-	-	3,389.00	3,389.00
Anderson, Norma Jean	HS Teacher	27,990.60	-	19,393.54	47,384.14
Annis, Sophia	Substitute	1,359.00	-	640.00	1,999.00
Anthony, Megan L	Middle School Teacher	44,901.12	-	540.00	45,441.12
Appleton, Scott	Custodian	46,515.20	600.00	4,229.32	51,344.52
Ashwell, Patricia	Sub	-	-	560.00	560.00
Avery, Joshua	Custodian	44,389.60	-	4,944.18	49,333.78
Avery, Sharon E	Cafeteria Worker	8,573.74	-	416.97	8,990.71
Bader, Carol A	MS SN Secretary	37,417.65	1,500.00	550.13	40,017.91
Baker, Robert	Community Education	720.00	-	0.00	720.00
Bakker, Donald	Teacher	16,810.60	-	0.00	16,810.60
Baldwin, Nancy P	Teacher	80,575.38	-	2,914.00	83,489.38
Barnatchez, Kelly J	SBES Teacher	3,734.80	-	0.00	3,734.80
Barr, Greggory A	Middle School Teacher	48,093.27	-	3,661.00	51,754.27
Barron, Alexis P	Instructor	200.00	-	0.00	200.00
Bartolini, Nicolette N	EES Teacher	-	-	760.00	760.00
Bartolini-Trott, Bonnie J	HS SN Teacher	83,335.72	500.00	1,468.00	85,303.72
Beavan, Allison	Teacher	80,287.38	-	1,337.00	81,624.38
Bell, Valerie G	Teacher	81,883.17	4,500.00	0.00	86,383.17

Name	Position	Base Earnings	Longevity & Lexington	All Other	Grand Total
Bellarosa, Caroline	Teacher	-	-	90.00	90.00
Bentz, Airami C	HS Teacher	75,767.41	-	5,130.00	80,897.41
Berg, Kathryn J	Preschool Teacher	81,656.63	-	2,080.00	83,736.63
Bergstrom, Debra A	Eddy Ed Assistant	15,010.00	-	12.00	15,022.00
Bertrand, Shannon	Teacher	69,110.79	-	0.00	69,110.79
Berzinis, Mary D	Speech Therapist	39,664.52	-	0.00	39,664.52
Bianchi, Elizabeth A	Preschool Ed Assistant	27,527.20	750.00	124.00	28,401.20
Biathrow, Sadie	MS Ed Assistant	19,769.00	-	62.00	19,831.00
Birchall, Joanne N	HS SN Ed Assistant	34,769.00	1,000.00	1,410.00	37,179.00
Birchall, Ryan N	HS Art Teacher	14,674.12	-	3,355.20	18,029.32
Bittner, Emily F	Tutor	17,693.90	-	0.00	17,693.90
Blackwell, Patrick E	Sutstitute	-	-	335.00	335.00
Blair, Gail L	Ed Assistant	34,409.00	1,000.00	37.00	35,446.00
Blascio, Katsiaryna	Teacher	62,366.78	-	2,462.97	64,829.75
Blau, Reva T	MS Teacher	43,326.41	-	3,930.54	47,256.95
Bohannon, Brittany D	Substitute	-	-	134.00	134.00
Bohannon, Justin C	Teacher	67,774.63	-	4,350.50	72,125.13
Bohannon, Meredith N	Teacher	76,635.07	-	256.00	76,891.07
Boland, Kathleen M	Teacher	101,720.34	500.00	3,116.00	105,336.34
Bolinder, Richard	Groundsman	47,572.70	700.00	0.00	48,272.70
Boskus, Stephen W	Guidance Counselor	80,591.00	-	5,718.78	86,309.78
Botsford, Leslie G	Substitute	-	-	5,226.00	5,226.00
Bouyea, Nancy	Custodian	39,202.00	-	5,110.90	44,312.90
Boyd, Margaret	Ed Assistant	23,543.00	-	24.00	23,567.00
Brackett, Bonnie B	Teacher	85,243.13	1,500.00	1,515.00	88,258.13
Branco, Donna	Cafeteria	18,662.88	550.00	311.52	19,524.40
Brocklebank, Veronica	PreSchool Ed Assistant	27,527.20	1,000.00	187.00	28,714.20
Brooks, Suzanne H	Educational Assistant	96.60	-	87.00	183.60
Brookshire, Edward C	Athletic Event Worker	-	-	560.00	560.00
Brown, Lisa	Teacher	82,856.99	-	2,518.00	85,374.99

Name	Position	Base Earnings	Longevity & Lexington	All Other	Grand Total
Brown, Muriel	Teacher	-	-	192.00	192.00
Brunelle, Donna M	Ed Assistant	13,794.00	-	0.00	13,794.00
Brunelle, Emily A	Substitute	-	-	65.00	65.00
Brunelle, Sarah J	SBES Ed Assistant	-	-	972.00	972.00
Brunt, Diane	Tutor	15,594.43	-	0.00	15,594.43
Bucar, James F	Ed Assistant	27,506.28	-	37.00	27,543.28
Burke, Joan B	Substitute	-	-	600.00	600.00
Burns, John T	Summer School Teacher	1,159.20	-	0.00	1,159.20
Burr, Leslie	Substitute	-	-	350.00	350.00
Burroughs, Leigh A	MSTeacher	65,188.86	-	719.00	65,907.86
Butcher, Gale	Tutor	4,093.22	-	0.00	4,093.22
Butts, Mary	Teacher	85,566.00	500.00	0.00	86,066.00
Cahill, Lisa D	SBES KGrant Ed Assistant	4,311.11	-	0.00	4,311.11
Cahill, Maryanne	Preschool Ed Assist	30,060.00	-	0.00	30,060.00
Callahan, Alice	Substitute	-	-	1,190.00	1,190.00
Callan, Phyllis	Comm Ed Instructor	450.00	-	0.00	450.00
Cameron, June	Substitute	16,683.59	-	2,240.00	18,923.59
Cameron, Katie	Guidance Counselor	66,658.63	-	4,519.71	71,178.34
Cameron, Marcia	Asst Principal	106,290.75	2,100.00	1,388.00	109,778.75
Campbell, Diane	Region Access	-	-	15,917.00	15,917.00
Cancellieri, Jane M	Substitute	-	-	582.78	582.78
Cannon, William	Community Education	360.00	-	0.00	360.00
Caporale, Melissa	Substitute	-	-	634.00	634.00
Caretti, Ann	Director of Student Srvs	116,824.00	2,500.00	0.00	119,324.00
Carlson, Danielle H	Substitute	-	-	70.00	70.00
Carlson, Jan	MS Secretary	38,055.66	1,000.00	550.08	39,605.74
Carnathan, Susan M	Substitute	-	-	1,540.00	1,540.00
Carosella, Jeanne	MS Ed Assistant	34,409.00	1,000.00	72.00	35,481.00
Carpenter, Pamela	HS Teacher	27,223.15	-	27.87	27,251.02
Carr, Caitlin M	Summer School Teacher	1,771.00	-	0.00	1,771.00

Name	Position	Base Earnings	Longevity & Lexington	All Other	Grand Total
Carr, Deborah	Ed Assistant	1,251.90	-	0.00	1,251.90
Castellano, Alan	Teacher	85,243.13	1,500.00	1,853.22	88,596.35
Cedeno, Anthony G	Guidance Counselor	85,450.78	-	3,715.93	89,166.71
Chapman, Anthony	Custodian	38,800.80	-	1,877.42	40,678.22
Chapman, Eric Wesley	HS Teacher	95,985.52	-	0.00	95,985.52
Chudomel, Diane S	SN Ed Assitant	33,400.00	-	0.00	33,400.00
Ciarleglio, Raymond E	Fall Coach	-	-	3,638.00	3,638.00
Claireaux, Christine	HS Teacher	60,788.40	-	96.60	60,885.00
Clancy, Lori J	Ed Assistant	385.20	-	0.00	385.20
Clark, Andrew	Teacher	82,255.67	500.00	5,932.00	88,687.67
Clark, Keith E	JV Soccer Caoch	-	-	3,151.00	3,151.00
Clark, Matthew P	Region Coach	-	-	16,812.00	16,812.00
Clark, Robert	Custodian	46,515.20	700.00	5,291.58	52,506.78
Clark, Stacey C	MS SN Teacher	67,057.86	-	183.50	67,241.36
Clarke, Gary K	Substitute	-	-	268.00	268.00
Clifford, Cynthia B	MS Cafeteria Manager	3,158.66	-	0.00	3,158.66
Close, Andrea	SN Ed Assistant	34,068.00	750.00	132.00	34,950.00
Coffey, Erin M	Coach	-	-	3,151.00	3,151.00
Cohen, Valerie	Teacher	-	2,500.00	0.00	2,500.00
Collette, Kyla L	Substitute	-	-	67.00	67.00
Collins, Alana J	HS Ed Assistant	14,571.15	-	270.00	14,841.15
Conner, Kalyn M	Substitute	-	-	67.00	67.00
Conner, Kimberly	MS Teacher	82,351.67	500.00	1,382.00	84,233.67
Conrad, Thomas	HS Principal	136,824.00	3,500.00	1,546.00	141,870.00
Consiglio-Noks, Arlynn	Sec to Student Svcs Dir	53,526.71	1,250.00	0.00	54,776.71
Convery, Brian E	Occupational Therapist	82,227.67	-	0.00	82,227.67
Costa, Elise M	Substitute	-	-	5,241.00	5,241.00
Couture, Nancy T	MS SN Teacher	95,785.52	1,500.00	0.00	97,285.52
Cowan, Robert	Driver Ed Instructor	-	-	19,628.50	19,628.50
Craven, Raymond	Teacher	72,555.00	500.00	0.00	73,055.00

Name	Position	Base Earnings	Longevity & Lexington	All Other	Grand Total
Curtis, Karen	MS Ed Asst.	34,409.00	750.00	84.00	35,243.00
Dalton, Lynn	SN Teacher	1,120.40	-	0.00	1,120.40
Daniels, Patsy	Substitute	-	-	780.00	780.00
Daniels, Susan L	Substitute	439.20	-	0.00	439.20
Davies, Paul	Teacher	58,696.35	2,000.00	0.00	60,696.35
Day, Judith	MS Cafeteria	21,296.64	550.00	816.40	22,663.04
DeAndrade, Leonice	Cafeteria	18,662.88	550.00	311.52	19,524.40
Deegan, Tracey	Teacher	536.00	-	1,144.00	1,680.00
Dellarosa, Linda P.	Substitute	-	2,500.00	0.00	2,500.00
Demary, Alyse A	Coach	-	-	3,262.00	3,262.00
DeSimone, Christine	Teacher	86,434.53	500.00	2,011.00	88,945.53
DesRosiers, Donna M	Psychologist	-	-	734.00	734.00
Dever, Kelma	Teacher Project Coord	32,162.02	500.00	0.00	32,662.02
Dinda, Linda	Substitute	-	-	910.00	910.00
DiPaolo, Beverly J	MS Teacher	12,388.29	-	135.00	12,523.29
DiProspero, Caroline W	Ed Assistant	1,400.70	-	12.00	1,412.70
Dixon, Honora	Teacher	85,243.13	2,500.00	0.00	87,743.13
Dodd, Ann Marie	HS Cafeteria Worker	10,057.61	-	85.19	10,142.80
Doherty, Michaela B	Preschool Secretary	19,548.15	-	534.69	20,082.84
Dominic, Barbara	Social Worker	79,702.17	-	799.09	80,501.26
Donovan, David	HS Teacher	80,686.42	500.00	96.00	81,282.42
Donovan, Tonia	Teacher	272.00	-	0.00	272.00
Dora, Jo-Ann M	Substitute	116.00	-	70.00	186.00
Doucette, Barbara	School Psychologist	64.00	-	734.00	798.00
Dow, Katarina D	Cafeteria Worker	1,460.40	-	0.00	1,460.40
Driscoll, Sadie	HS Coach	-	-	3,151.00	3,151.00
Driscoll, Thomas J	Community Education	1,320.00	-	0.00	1,320.00
Dubeau, Marsha	Substitutes	-	-	420.00	420.00
Dugan, William	Treasurer	6,584.00	-	0.00	6,584.00
Dugas, Marsha	Eddy Teacher	468.90	-	0.00	468.90

Name	Position	Base Earnings	Longevity & Lexington	All Other	Grand Total
Dumont, Maureen	HR Coordinator	60,953.25	2,000.00	116.84	63,070.09
Durgin, Richard	Guidance Counselor	98,134.02	3,000.00	5,977.07	107,111.09
Earle, Peter	Extracurricular Coach	-	-	3,072.00	3,072.00
Eastman, Charles A	HS Teacher	58,132.26	-	0.00	58,132.26
Edwards, Emily Ann	OES Spanish Teacher	-	-	1,295.00	1,295.00
Edwards, Julie	Physical Therapist	35,652.06	-	0.00	35,652.06
Eldredge, Cynthia	Eddy Ed Assistant	14,498.60	-	0.00	14,498.60
Eldredge, Sheree	Teacher	-	-	734.00	734.00
Elia, Louis F	Coach	-	-	5,096.75	5,096.75
Ellis, Patricia L	Substitute	-	-	721.00	721.00
Endich, Roberta	Librarian	84,957.97	-	3,351.00	88,308.97
Erickson, Marguerite F	Eddy Ed Asst	-	-	87.00	87.00
Ericson, Julie A	SBES Teacher	-	-	64.00	64.00
Ericson, Melissa E	Substitute	-	-	325.00	325.00
Escher, Mary Christine	Teacher	10,058.26	-	5,000.00	15,058.26
Espeseth, Doreen	Substitute	-	-	3,531.00	3,531.00
Etre, Sharon A	Substitute	-	-	130.00	130.00
Evans, Henry K	HS Teacher	80,287.38	-	0.00	80,287.38
Evans, Kenneth M	Community Education	540.00	-	0.00	540.00
Ezzi, Karen B	Substitute	-	-	268.00	268.00
Faline, Sara L	Substitute	-	-	980.00	980.00
Falk, Jennifer L	Physical Therapist Summer School	1,337.50	-	0.00	1,337.50
Faris, Thomas A	HS Teacher	82,255.67	-	5,723.00	87,978.67
Fasano, Peter J	Coach	-	-	2,725.00	2,725.00
Faucher, Roger H	HS Teacher	91,963.13	4,500.00	120.00	96,583.13
Feinstein, Paula E	Substitute	450.00	-	0.00	450.00
Fernandes, Abigail L	CO Secretary A/P	38,500.80	-	1,155.00	39,655.80
Ferreira, Jacob J	Substitute	-	-	2,010.50	2,010.50
Ferri, Kathleen M	Teacher	-	-	458.40	458.40
Fields, Stephanie L	MS Ed Assistant	29,726.00	450.00	403.00	30,579.00

Name	Position	Base Earnings	Longevity & Lexington	All Other	Grand Total
Filmer-Gallagher, Heidi M	Substitute	-	-	665.00	665.00
Fisher, Burt	Substitute	-	-	70.00	70.00
Fisher-Hilmer, Linda J	Community Education	360.00	-	0.00	360.00
Fitzgerald, Esther	Adult Ed Director	23,207.21	550.00	0.00	23,757.21
Fitzgerald, Janet A	Community Education	1,080.00	-	0.00	1,080.00
Fitzpatrick, Julie Anne	HS Ed Assistant	28,043.00	-	3,002.00	31,045.00
Flanagan, Julie M	MS Teacher	80,287.38	-	0.00	80,287.38
Fleischer, Dorothy B	Community Education	2,250.00	-	0.00	2,250.00
Foley, Sandra L	Sec.Dir.Finance/Operations	52,074.46	-	0.00	52,074.46
Ford, Lillian Ashley	HS SN Teacher	68,421.13	-	0.00	68,421.13
Ford, Susan J	SBES Ed Assistant	-	-	10.00	10.00
Foster, Aubrey L	Substitute	-	-	487.50	487.50
Fournier, Brett R	Coach	-	-	5,130.00	5,130.00
Fox, Cynthia Jean	SB Preschool Teacher	83,736.19	2,000.00	2,500.00	88,236.19
Frankel, Karen A	Teacher	13,539.75	-	0.00	13,539.75
Fromm, Alice D	Substitute	-	-	490.00	490.00
Frost, Priscilla	HS Teacher	85,243.13	500.00	0.00	85,743.13
Fusco, James	Subsititute	-	-	5,464.76	5,464.76
Gallagher, Meghan E	Substitute	-	-	280.00	280.00
Gauley, Keith	Assistant Superintendent	3,175.30	-	700.00	3,875.30
Gengarelly, Laurie J	MS Ed Assistant	34,409.00	1,200.00	1,370.00	36,979.00
Gibson, Judith A	Psychologist	34,226.40	500.00	0.00	34,726.40
Gifford, Bonny L	Assistant Superintendent	126,471.52	-	0.00	126,471.52
Gifford, John R	Substitute	-	-	27,353.87	27,353.87
Gill, Laura	Substitute	-	-	500.00	500.00
Giorgio, Kathleen E	Community Education	720.00	-	0.00	720.00
Glaser-Gilrein, Dianne	Substitute	-	-	1,820.00	1,820.00
Grant, Jennifer	Educational Assistant	23,543.00	-	1,307.00	24,850.00
Granville, Robert M	HS Teacher	42,435.09	-	0.00	42,435.09
Green, Mary Kathleen	Substitute	3,670.80	-	42,876.01	46,546.81

Name	Position	Base Earnings	Longevity & Lexington	All Other	Grand Total
Gregg, Paul A	OES Teacher	13,840.13	-	0.00	13,840.13
Grozier, Christine H	HS Ed Assistant	34,505.60	750.00	24.00	35,279.60
Gula, Jennifer E	MS Teacher	85,667.13	-	552.00	86,219.13
Guttmann, Brendan J	Community Ed/Coach	15,842.50	-	3,782.00	19,624.50
Hacking-Davis, Robin L	Eddy Ed Assistant	-	-	144.90	144.90
Hagopian, Berj N	MS Teacher	85,243.13	500.00	405.00	86,148.13
Hale, Alexandra F	Eddy Ed Assistant	-	-	24.00	24.00
Hamer, Judith	HS Teacher	82,823.28	1,500.00	1,867.00	86,190.28
Hamlin, Rebecca K	Substitute	-	-	466.50	466.50
Hammond, Catherine L	Community Education	750.00	-	0.00	750.00
Hammond, Majen P	Teacher	85,243.13	1,500.00	2,414.00	89,157.13
Hancock, Susan	EDDY Ed Assistant	24.15	-	25.00	49.15
Hannon, Kathleen B	SBES Teacher	734.00	-	0.00	734.00
Hansen, Karen B	MS Teacher	85,531.13	500.00	1,735.00	87,766.13
Hart, Susan C	Substitute	-	-	70.00	70.00
Harvey, Katherine	MS Teacher	65,027.37	-	55.32	65,082.69
Hayes, Sandra L	Substitute	-	-	630.00	630.00
Hayman, April N	WES Custodian	-	-	46.80	46.80
Hemmenway, Clare S	Substitute	-	-	171.00	171.00
Hendrickx, Ezra	HS Teacher	80,287.38	-	3,378.87	83,666.25
Hepinstall, Karen E	HS Teacher	83,736.19	500.00	5,865.00	90,101.19
Hibbert, Andrea C	Community Education	2,160.00	-	0.00	2,160.00
Hickey, Kathleen M	Substitute	285.00	-	0.00	285.00
Hicks, Brian R	HS Teacher	80,287.38	500.00	3,477.00	84,264.38
Higgins, Jane P	Community Education	2,580.00	-	0.00	2,580.00
Higgins, Kenneth	Athletic Event Worker	-	-	475.00	475.00
Hinkle, Harry F	Coach	-	-	3,262.00	3,262.00
Hirst, Chelsea V	Substitute	-	-	3,850.00	3,850.00
Hirst, William L	Coach	-	-	4,379.00	4,379.00
Hoffmann, Richard J	Superintendent	164,511.51	-	5,317.25	169,828.76

Name	Position	Base Earnings	Longevity & Lexington	All Other	Grand Total
Hotetz, Linda A	Ed Assistant	15,439.93	-	0.00	15,439.93
Hourihan, Maureen	Middle School Tutor	2,363.87	-	0.00	2,363.87
Hoyt, Karl F	HS Teacher	80,287.38	1,500.00	0.00	81,787.38
Hughes, Sharon Keller	OES SN Teacher	30,996.57	-	0.00	30,996.57
Hutton, Sarah P	MS Teacher	67,755.08	-	2,414.00	70,169.08
Hyde-McGuire, Betty L	Substitute	-	-	2,240.00	2,240.00
Israel, Deborah A	Community Education	3,200.00	-	0.00	3,200.00
Jackman, Bonnie E	Social Worker	85,307.13	-	3,868.03	89,175.16
Jackman, Margaret	MS Guidance Secretary	49,160.32	1,800.00	1,569.96	52,530.28
Jackson, Brandy B	MSTeacher	48,419.07	-	0.00	48,419.07
Jenkins, Martha F	OES Teacher	-	-	1,158.00	1,158.00
Johnson, Eric	HS Football Coach	-	-	3,638.00	3,638.00
Johnson, Gregory H	Community Education	2,640.00	-	5,181.00	7,821.00
Johnson, Lorraine S	Eddy Teacher	-	-	650.00	650.00
Johnson, Patricia O'Leary	SBES Ed Assistant	4,891.00	-	0.00	4,891.00
Johnston, Ross B	HS Teacher	83,736.19	3,000.00	0.00	86,736.19
Jordan, Edward J	Substitute	-	-	6,615.00	6,615.00
Joyce, Timothy	Substitute	2,997.82	-	11,601.00	14,598.82
Kaar, Alison B	HS Teacher	64,125.90	-	623.00	64,748.90
Kahn, Olga B	Community Education	120.00	-	0.00	120.00
Kanavos, Joyce	Accts Payable/Receptionist	29,879.12	1,000.00	0.00	30,879.12
Kandall, Amy	HS Teacher	76,631.21	-	0.00	76,631.21
Karp, Doris M	Substitute	-	-	12,252.80	12,252.80
Keavy, Debra A	HS Teacher	59,262.98	-	0.00	59,262.98
Kelly, James M	Custodian	36,502.70	-	905.22	37,407.92
Kelly, John D	Coach	-	-	3,782.00	3,782.00
Kelly, Karen	Substitute	-	-	4,359.00	4,359.00
Kender, Kolleen	EES Ed Assistant	-	-	12.00	12.00
Kendrew, Ingrid E	MS Teacher	80,287.38	-	1,207.00	81,494.38
Kenyon, Keith Edward	Activities Coordinator	91,730.75	-	1,546.00	93,276.75

Name	Position	Base Earnings	Longevity & Lexington	All Other	Grand Total
Keon, Diane Smith	HS Teacher	85,243.13	500.00	0.00	85,743.13
Kerse-McMillin, Maura C.	HS Teacher	80,287.38	-	544.00	80,831.38
Kersteen, Hilary F	HS Teacher	68,770.66	-	0.00	68,770.66
Keyes, Brian J	Coach	-	-	6,463.00	6,463.00
Kieffer, Johanne M	MS Ed Assistant	26,455.00	-	120.00	26,575.00
King, Selena F	HS Teacher	48,172.47	1,500.00	0.00	49,672.47
Kirouac, Sean	MS Teacher	50,124.58	-	0.00	50,124.58
Kmiec, Ariana L	HS Teacher	46,486.14	-	5,421.00	51,907.14
Knight, Donna	Substitute	-	-	360.00	360.00
Knowles, Agnes	Substitute	-	-	560.00	560.00
Kobold, Julie	HS Teacher	57,787.38	-	0.00	57,787.38
Kocaba, Kathleen G	Title I Tchr/Reading Spec.	11,639.25	-	0.00	11,639.25
Koch, Michelle R	MS Ed Assistant	26,455.00	-	438.00	26,893.00
Kopitsky, Kathleen G	Substitute	-	-	210.00	210.00
Krenik, John	MS Teacher	85,243.13	2,000.00	303.00	87,546.13
Krikorian, Kathleen	MS Ed Assistant	28,043.00	450.00	144.00	28,637.00
Krzeminski, Glenn	Substitute	-	-	805.00	805.00
Labman, Sarah L	Substitute	-	-	4,338.00	4,338.00
LaBranche, Christine W	HS Ed Assistant	17,934.69	-	0.00	17,934.69
LaBranche, Robert A	HS Teacher	80,287.38	-	4,853.00	85,140.38
Lagasse, Erin	OES Teacher	-	-	1,504.00	1,504.00
Lagasse, Karen M	HS Teacher	82,255.67	1,500.00	7,068.84	90,824.51
Landers, Susan M	MS Extracurricular Club	311.50	-	0.00	311.50
Lane, Theresa L	Ed Assistant	31,509.00	450.00	182.00	32,141.00
Lanoie, Claire	HS Teacher	95,785.52	1,500.00	27.87	97,313.39
Lantz, Alexandra	Community Education	360.00	-	0.00	360.00
Lavoine, Barbara A	Director of Technology	89,892.37	-	0.00	89,892.37
Leanues, Susan K	Substitute	-	-	574.00	574.00
Leary, Geoffrey W	Driver Ed Instr/Coord.	-	-	23,553.92	23,553.92
Lebow, Elizabeth A	HS Teacher	82,255.67	-	0.00	82,255.67

Name	Position	Base Earnings	Longevity & Lexington	All Other	Grand Total
LedDuke, Dana B	Summer School Teacher	3,976.70	-	0.00	3,976.70
Leduc, Diane J	Substitute	-	-	420.00	420.00
Lee, Diane	Community Education	1,440.00	-	0.00	1,440.00
Lee-Destefano, Tracy L	HS Teacher	71,001.75	-	83.61	71,085.36
Leighton, Ann C	Spanish Teacher	48,728.86	-	0.00	48,728.86
Levy, Eloise R	MS Teacher	82,447.67	2,000.00	192.00	84,639.67
Lewis, Robert	HS Facilities Manager	68,644.00	300.00	2,017.06	70,961.06
Lindahl, Paul	HS Teacher	81,883.17	-	644.00	82,527.17
Lizotte, Jennifer Lee	Substitute	-	-	2,240.00	2,240.00
Lizotte, Timothy R	MS Teacher	57,642.00	-	3,072.00	60,714.00
London, Deborah H	Tutor	1,320.20	-	0.00	1,320.20
Lum, Sally	HS Teacher	57,642.00	-	84.00	57,726.00
Lyon, Jennifer	Teacher	-	-	1,573.70	1,573.70
Mabile, Sharon J	HS Teacher	83,736.19	-	703.50	84,439.69
MacDonald, Eduardo	Asst Principal	107,491.75	1,622.00	1,546.00	110,659.75
MacDonald, Kathryn	HS Guidance Secretary	38,136.90	1,000.00	9,570.70	48,707.60
Mack, Kristina L	HS SN Teacher	50,810.11	-	3,703.00	54,513.11
Mack, Martha D	PreSchool Admin/Adj Coun.	34,097.42	-	13,300.55	47,397.97
Mackeil, Louis M	Community Education	1,635.00	-	0.00	1,635.00
Maguire, Mary Ann	Food Services Bookeeper	47,648.78	1,500.00	180.00	49,328.78
Mahoney, Pamela J	Cafeteria	1,393.48	-	0.00	1,393.48
Malloy, Kate M	MS Teacher	48,097.09	-	734.00	48,831.09
Manach, Emily R	Educational Assistant	17,890.97	-	54.00	17,944.97
Manley, Michael	Coach	-	-	6,078.00	6,078.00
Mansfield, Marylou	Substitute	-	-	67.00	67.00
Marcella, Richard R	HS Teacher	66,371.38	-	8,894.73	75,266.11
Marcellino, Norma	Substitute	4,846.10	-	2,128.28	6,974.38
Marchant, Patricia M	Eddy Teacher	-	-	1,000.00	1,000.00
Margotta, Kathryn M	Ed Assistant	30,968.10	750.00	0.00	31,718.10
Marino, Cathy	Ed Assistant	14,945.00	-	0.00	14,945.00

Name	Position	Base Earnings	Longevity & Lexington	All Other	Grand Total
Markovich, Paul	HS Ass.t Principal	107,491.75	3,957.00	3,301.00	114,749.75
Marnell, Michael D	Substitute	-	-	910.00	910.00
Marquit, Jayne H	Ed Assistant	34,409.00	1,000.00	951.00	36,360.00
Marsh, David A	Substitute	-	-	5,097.00	5,097.00
Martin, Amy L	Office/Data Mgmnt Sec.	37,408.50	1,250.00	585.13	39,243.63
Mathison, Mark W	HS SN Teacher	80,287.38	2,500.00	0.00	82,787.38
Mattson, John K	Teacher	49,934.61	-	3,811.00	53,745.61
Matulaitis, Susan	SBES SN Ed Assistant	-	-	88.28	88.28
Maynard, Kenneth	HS Teacher	-	-	10,637.00	10,637.00
McCarthy, John R	Coach	70.00	-	5,375.00	5,445.00
McCarthy, Kathleen C	SBES Teacher	1,144.00	-	1,048.00	2,192.00
McCarthy, Tammy J	MS Teacher	73,075.51	-	0.00	73,075.51
McConchie, Ann S	MS Teacher	85,950.00	-	2,734.00	88,684.00
McConchie, Craig T	Fall Coach	-	-	2,464.00	2,464.00
McCormack, Mary M	Substitute	-	-	200.00	200.00
McCullough, Kevin M	HS Coach	-	-	4,379.00	4,379.00
McCully, John D	HS Coach	-	-	4,379.00	4,379.00
McCully, Kathleen F	HS Teacher	80,287.38	500.00	8,125.00	88,912.38
McDermott, Nancy H	Substitute	-	-	840.00	840.00
McDonald, Colin A	Substitute	-	-	1,407.00	1,407.00
McGown, Jane	HS Teacher	81,883.17	500.00	1,433.00	83,816.17
McGrath, Lori K	Ed Assistant	10,200.00	-	0.00	10,200.00
McHugh, Eileen	Ed Assistant	-	-	12.00	12.00
McInerney, Nancy M	Teacher	16,246.25	-	0.00	16,246.25
McKendree, Charles A	Eddy Tutor	3,091.20	-	0.00	3,091.20
McKenzie, Lori A	food services	-	-	250.00	250.00
McMahon, Michele C	HS Teacher	85,243.13	500.00	4,715.48	90,458.61
McNamara, Michael P	HS Teacher	80,287.38	-	0.00	80,287.38
Mellin, Diana R	Substitute	161.00	-	0.00	161.00
Michael, Patrice	Brewster Teacher	14,824.34	-	0.00	14,824.34

Name	Position	Base Earnings	Longevity & Lexington	All Other	Grand Total
Milan, Neal A	HS Teacher	80,791.49	-	986.00	81,777.49
Miller Jr, Leo P	WES Teacher	-	-	386.40	386.40
Miller, Brandon T	Substitute	-	-	845.00	845.00
Miller, Edward P	Substitute	-	-	67.00	67.00
Miller, James A	Substitute		-	298.00	298.00
Minkoff, Maxine	MS Principal	118,128.94	-	3,000.00	121,128.94
Mitchell, Holley C	Ed Assistant	2,965.00	-	12.00	2,977.00
Miville, Courtney	Teacher	59,486.73	-	0.00	59,486.73
Moan, Doreen A	Substitute	-	-	210.00	210.00
Moll, Gloria	Community Education	4,320.00	-	0.00	4,320.00
Monger, Joshua G	Substittute	-	-	70.00	70.00
Moniz, Cynthia F	MS Teacher	1,835.40	-	0.00	1,835.40
Montano, Dawn M	Ed Assistant	23,445.56	450.00	111.00	24,006.56
Monteiro, Brian Michael	Custodian NRMS	34,953.98	-	878.53	35,832.51
Montgomery, Amy D	Eddy Teacher	26,257.98	-	0.00	26,257.98
Moore, Michael G	MS Teacher	85,243.13	2,000.00	0.00	87,243.13
Morelli, Michele	Substitute	-	-	735.00	735.00
Moronta, Anne T	OES Teacher	-	-	255.00	255.00
Morris, Catherine E	Ed Assistant	34,409.00	1,000.00	687.00	36,096.00
Morton, Vanessa L	Ed Assistant	24,956.00	450.00	486.00	25,892.00
Mosesso, Angela Mary	HS Teacher	85,243.13	4,000.00	4,546.00	93,789.13
Moss, Trevor	Coach	-	-	3,069.00	3,069.00
Mountain, Mary Ellen	HS SN Teacher	87,336.13	3,700.00	4,386.00	95,422.13
Mulholland, Sean J	HS Teacher	76,053.00	-	3,178.87	79,231.87
Mullaney, John R	Coach	-	-	4,738.00	4,738.00
Mullin, Paul F	Eddy Teacher	-	-	2,050.00	2,050.00
Munroe, Rachel A	Substitute	-	-	27.00	27.00
Murphy, Timothy J	MS Teacher	40,227.16	-	0.00	40,227.16
Murray, Susan G	Dir. Food & Nutrition Srvs	36,267.75	-	0.00	36,267.75
Nabywaniec, Mary Jo	Substitute	-	-	140.00	140.00

Name	Position	Base Earnings	Longevity & Lexington	All Other	Grand Total
Narkon, Hannah	EES Ed Assistant	7,408.35	-	0.00	7,408.35
Needel, Andrew M	HS Ed Assistan	4,746.92	-	0.00	4,746.92
Needel, Anne M	MS Teacher	85,627.13	-	599.50	86,226.63
Nelson Sr, Roger E	Substitute	-	-	490.00	490.00
Nelson, Jr, Roger E	HS Ed Assistant	34,409.00	750.00	1,000.00	36,159.00
Newmier, Wilhelmina	Asst. Dir. Community Ed	8,613.17	-	0.00	8,613.17
Newton, Julie T	Teacher	2,511.60	-	0.00	2,511.60
Nicholson, Dawn	Ed Assistant	23,562.06	-	49.00	23,611.06
Nickerson, Linda	MS Nurse	71,098.35	-	0.00	71,098.35
Nidweski, Stephen L	MS cafe manager	28,060.80	550.00	710.40	29,321.20
Nielsen, Lise Hembrough	HS Teacher	81,883.17	2,000.00	5,932.00	89,815.17
Niquette, Kelly A	Ed Assistant	21,990.00	-	0.00	21,990.00
Nobili, Moira B	Coach	-	-	3,389.00	3,389.00
Norregaard, Susan A	High School Ed Assistant	23,543.00	-	1,000.00	24,543.00
Norton, Lisa M	WES Tech Teacher	1,771.00	-	1,609.18	3,380.18
Norton, Timothy C	Coach	-	-	3,262.00	3,262.00
Novacon, Karen J	HS Teacher	82,255.67	500.00	336.00	83,091.67
Nowack, James M	Accounting Manager	81,554.25	3,000.00	0.00	84,554.25
Noyes, Cary A	Stony Title 1 Teacher	19,357.71	-	0.00	19,357.71
Noyes, Richard K	Community Education	480.00	-	0.00	480.00
O'Brien, Mary Catherine	Ed Assistant	26,455.00	-	60.00	26,515.00
O'Connell, Cornelius	Custodian	46,336.16	700.00	1,199.22	48,235.38
O'Connell, Joanne T	Speech/Lang. Preschool	43,308.01	-	0.00	43,308.01
O'Connell, Nancy	WES Preschool Teacher	82,255.67	1,500.00	2,708.00	86,463.67
O'Connor, Karen C	EES Teacher	-	-	2,826.00	2,826.00
Ogden, Virginia R	HS Teacher	72,280.91	1,500.00	0.00	73,780.91
O'Keefe, Elaine M	Teacher	48.00	-	0.00	48.00
Olson, Betsy	WES Ed Assistant	1,011.16	-	0.00	1,011.16
Olson, Coreen M	Teacher	-	-	2,614.00	2,614.00
O'Neil, Dawn J	MS Teacher	84,040.19	500.00	1,659.00	86,199.19

Name	Position	Base Earnings	Longevity & Lexington	All Other	Grand Total
O'Shea, Adam C	Eddy Teacher	-	-	744.00	744.00
Oullette-Mester, Mary	Community Education	300.00	-	0.00	300.00
Pagano, Karen L	Substitute/Summer Schl	2,012.50	-	140.00	2,152.50
Page, Phillip	Custodian	46,515.20	700.00	912.41	48,127.61
Paine, Jennifer E	EES† Ed Assistant	2,583.91	-	12.00	2,595.91
Paulus, Ann K	MS Teacher	62,525.77	-	27.87	62,553.64
Pavlu, Edward J	MS Teacher	83,736.19	-	5,163.00	88,899.19
Pavlu, Michele M	HS Athletic Trainer	53,769.74	-	0.00	53,769.74
Pearson, Amy S	Preschool Ed Assistant	7,976.17	450.00	49.00	8,475.17
Peck, Susan	Ed Assistant	26,455.00	450.00	109.00	27,014.00
Perry, Vivian M	Ed Assistant	31,509.00	450.00	60.00	32,019.00
Peterson, Richard F	MS Teacher	68,129.48	-	4,514.00	72,643.48
Picariello, Gianina E	Summer School	515.20	-	0.00	515.20
Pillsbury, Timothy	Custodian	44,389.60	-	4,460.54	48,850.14
Pirruccio, Susan T	Substitute	-	-	420.00	420.00
Pollo, Ricardo R	HS Teacher	53,005.35	-	442.78	53,448.13
Porteus, Sarah E	Summer School	842.63	-	62.00	904.63
Porzig, Sarah R	Summer School Teacher	1,540.80	-	0.00	1,540.80
Posage, Linda	Community Education	180.00	-	0.00	180.00
Potts, David G	HS Teacher	72,280.91	500.00	15,300.00	88,080.91
Powers, Robert G	Substitute	-	-	1,608.00	1,608.00
Prall, Mark	MS Teacher	20,301.40	500.00	0.00	20,801.40
Prickitt, Eloise G	MS Teacher	82,415.67	-	1,947.00	84,362.67
Priest, William	Community Education	240.00	-	0.00	240.00
Przygocki, Anne S	Eddy Teacher	1,600.00	-	1,654.00	3,254.00
Quatrocelli, Susan M	OES School Psychologist	-	-	64.00	64.00
Quigley, Julie E	HS Teacher	42,934.36	-	0.00	42,934.36
Quill, Joanne L	HS Teacher	72,280.91	4,000.00	6,725.00	83,005.91
Raimo, Carey	Occupational Therapist	67,257.31	-	0.00	67,257.31
Razinha, Jill	Ed Assistant	11,958.40	-	0.00	11,958.40

Name	Position	Base Earnings	Longevity & Lexington	All Other	Grand Total
Read, Lynn E	Ed Assistant	34,409.00	750.00	1,000.00	36,159.00
Reddish, Karen A	MS Teacher	85,243.13	500.00	1,207.00	86,950.13
Reed, Mary Ellen	Nurse	-	-	2,414.00	2,414.00
Reeves, Jessica Jean	Math Teacher	61,859.92	-	1,155.00	63,014.92
Reid, Abigail	MS Teacher	48,457.34	2,500.00	0.00	50,957.34
Reiser, Mary	Sec. to Asst. Supt.	62,494.00	900.00	0.00	63,394.00
Reiter, Laura R	Substitute	-	-	67.00	67.00
Reynard, Clayton	Coach	-	-	2,175.00	2,175.00
Rice, Daria W	Occupational Therapist	76,631.21	-	0.00	76,631.21
Richard, Paul	MS Head Custodian	63,934.45	800.00	644.68	65,379.13
Richard, Rosana V	Substitute	-	-	32.00	32.00
Richards, Sharon C	HS Teacher	57,786.08	-	1,009.11	58,795.19
Richardson, Deana M	Computer Technician	44,349.25	-	0.00	44,349.25
Richer, Susan M	OES Teacher	-	-	608.00	608.00
Riley, Janice E	Substitute	-	-	67.00	67.00
Roberts, Amy Lynn	MS Spanish Teacher	85,243.13	-	232.00	85,475.13
Roberts, Cristin E	MS Teacher	71,754.58	-	0.00	71,754.58
Robinson, Angel Jr	Coach	-	-	2,725.00	2,725.00
Roche, Joanna M	LT Substitute	-	-	22,787.45	22,787.45
Roderick, Adam Z	Substitute	-	-	134.00	134.00
Rogers, Marie A	Substitute	-	-	1,861.00	1,861.00
Rojas, Elaine M	HS Teacher	73,180.09	-	55.74	73,235.83
Rosato, James H	Substitute	-	-	2,546.00	2,546.00
Rosato, Kayleen E	Ed Assistant/Summer Schl	1,011.16	-	0.00	1,011.16
Rotti, Marjorie H	Secretary to Adult Ed Dir.	8,674.46	300.00	0.00	8,974.46
Rouillard, Nancy J	Cafeteria	18,787.88	550.00	311.52	19,649.40
Roumbakis, Maria	Summer School OT	2,497.50	-	0.00	2,497.50
Roy, Katherine J	SBES Teacher	-	-	1,564.00	1,564.00
Rubin, Carol A	Eddy SN Teacher	2,898.00	-	0.00	2,898.00
Ryan, Eileen G	Ed Assistant	27,527.20	750.00	0.00	28,277.20

Name	Position	Base Earnings	Longevity & Lexington	All Other	Grand Total
Ryan, Justine A	Preschool Teacher	67,395.81	-	0.00	67,395.81
Saimeri, Anne L	Substitute	-	-	268.00	268.00
Salerno, Sherry L	EES Ed Assistant	3,027.76	-	12.00	3,039.76
Schmidt, Margaret A	Substitute	-	-	420.00	420.00
Schneider, Helmut	Substitute	-	-	2,940.00	2,940.00
Schnitzer, Dawn N	MS SN Teacher	73,898.51	-	400.00	74,298.51
Schour, Ellen J	Summer School	3,075.10	-	0.00	3,075.10
Schwebach, Suzanne M	Ed Assistant	34,409.00	750.00	0.00	35,159.00
Sears, Mariellen F	MS Teacher	24,526.57	5,000.00	1,001.00	30,527.57
Seidel, Marie A	Substitute	-	-	280.00	280.00
Seiser, Beth A	HS Ed Assistant	-	-	3,019.50	3,019.50
Seymour, Christine H	Eddy Teacher	3,542.00	-	0.00	3,542.00
Sheehan, William P	MS SN Teacher	85,291.13	-	360.00	85,651.13
Sheptyck, Lora E	Secretary	37,417.65	1,800.00	1,185.83	40,403.48
Short Jr, Leonard V	Community Education	1,800.00	-	0.00	1,800.00
Silberberg, David	Substitute	-	-	1,295.00	1,295.00
Silva, Pamela	MS Secretary to the Princ.	51,683.86	-	704.07	52,387.93
Simms, John	MS Teacher	41,391.63	-	3,949.50	45,341.13
Simpson, Christy L	MS Teacher	58,399.82	-	352.00	58,751.82
Simpson, Courtney W	HS Teacher	67,634.00	-	0.00	67,634.00
Sirois, Elizabeth	COTA Summer School	900.00	-	0.00	900.00
Smith, Audrey C	MS Teacher	64,950.37	-	360.00	65,310.37
Smith, Dorothea A	Guidance Counselor	83,771.19	-	13,617.15	97,388.34
Smith, Eileen A	Community Education	13,920.00	-	0.00	13,920.00
Smith, Gail M	Ed Assistant	10,200.00	-	0.00	10,200.00
Smith, Jean R	Substitute	-	-	140.00	140.00
Smith, Lorraine	MS Speech Therapist	83,736.19	2,000.00	0.00	85,736.19
Smith, Noelle K	HS Teacher	62,348.00	-	442.78	62,790.78
Snow, Eleanor	SBES Ed Assistant	16,365.96	-	0.00	16,365.96
Snure, Sheryle A	Eddy SN Teacher	3,477.60	-	0.00	3,477.60

Name	Position	Base Earnings	Longevity & Lexington	All Other	Grand Total
Souder, Nancy K	Eddy Teacher	744.00	-	64.00	808.00
Sousa, Katie E	MS SN Teacher	82,639.46	-	192.00	82,831.46
Souther, Deidre J	Ed Assistant/Summer Schl	1,155.60	-	0.00	1,155.60
Souza, Judith E	Cafeteria	21,296.64	800.00	547.52	22,644.16
Spampinato, Marcia W	Secretary	34,501.50	-	3,451.24	37,952.74
Spencer, Susan J	HS Ed Assistant	34,409.00	750.00	0.00	35,159.00
Sprague, Suzanne	SBES Teacher	-	-	64.00	64.00
Springer, Soni R	Tutor	128.00	-	7,164.50	7,292.50
Stack, Mary A	MS Teacher	83,736.19	-	5,211.00	88,947.19
Staruk, Karen L	Ed Assistant	2,250.85	-	0.00	2,250.85
Stepanchenko, Svitlana	ELL Teacher	88.00	-	0.00	88.00
Stevens, Heather L	HS Teacher	82,078.17	-	7,215.00	89,293.17
Stewart, Jill A	Nurse	62,497.44	500.00	0.00	62,997.44
Stewart, Karen A	Substitute	-	-	621.50	621.50
Stewart, Susan C	MS Ed Assistant	34,409.00	1,000.00	12.00	35,421.00
Sullivan, Linda Lee	Eddy Ed Assistant	2,608.20	-	0.00	2,608.20
Sutton, Joan A	Substitute	-	-	350.00	350.00
Sveden, Nancy F	MS Ed Assistant	34,374.80	450.00	84.00	34,908.80
Swenton, Gail P	Speech Therapist Summer School	4,427.50	-	0.00	4,427.50
Swiniarski, Stephen J	HS Teacher	72,595.91	2,000.00	2,081.50	76,677.41
Szczepanek, Lawrence W	Ed Assistant	31,509.00	450.00	83.08	32,042.08
Szucs, Mary M	Substitute	-	-	2,319.50	2,319.50
Tefft, Ann M	Administrative Asst to Supt.	67,935.25	1,200.00	2,706.69	71,841.94
Terranova, Tiffany E H	Tutor	-	-	748.65	748.65
Thackeray, Megan	Ed Assistant	34,409.00	750.00	108.00	35,267.00
Thatcher, Kimberly A	MS Ed Assistant	30,821.42	900.00	4,563.00	36,284.42
Thomas, Kerry C	SN Teacher	75,567.41	-	0.00	75,567.41
Thompson, Karl E	Substitute	-	-	134.00	134.00
Thompson, Vicki	Substitute	-	-	2,730.00	2,730.00
Thomson, Jacqueline A	Middle School Teacher	21,036.80	-	4,221.80	25,258.60

Name	Position	Base Earnings	Longevity & Lexington	All Other	Grand Total
Timmons, Mae A	HS Speech Therapist	85,243.13	2,600.00	1,801.00	89,644.13
Tobler, Teal A	HS SN Teacher	69,045.76	-	11,531.00	80,576.76
Torres, Rafael R	Eddy Teacher	1,469.20	-	0.00	1,469.20
Tringale, Kathleen A	HS Teacher	85,243.13	500.00	8,168.00	93,911.13
Troutman, Pamela	HS† Psychologist	70,173.06	-	2,000.00	72,173.06
Tupper, Katherine	HS SN Secretary	37,417.65	1,000.00	950.13	39,367.78
Tupper, Stephanie J	HS Teacher	47,424.12	-	474.00	47,898.12
Tuttle, Thomas E	Community Education	360.00	-	0.00	360.00
Updegraff, Judith	OES Teacher	792.00	-	0.00	792.00
Valdes, Margaret	School Psychologist	59,455.29	-	4,971.64	64,426.93
Van Tassel, Kristin E	HS Ed Assistant	30,905.68	450.00	615.00	31,970.68
VanBaars, Alexandra M	Substitute	-	-	464.00	464.00
Vecchione, Brenda A	MS Teacher	84,981.97	1,500.00	3,236.00	89,717.97
Venditti, Giovanna B	Dir of Finance&Operations	113,461.50	-	0.00	113,461.50
Viau-Nielsen, Christine M	Custodian	7,938.11	-	0.00	7,938.11
Vigliotte, Marielle	Nurse	65,168.51	-	0.00	65,168.51
Villamil, Violeta	Community Education	720.00	-	0.00	720.00
Vining, Kerri L	MS SN Teacher	72,584.91	-	112.00	72,696.91
Wade, Kevin L	Substitute	-	-	533.09	533.09
Waldron, Nancy	Teacher	192.00	-	150.00	342.00
Waldron, Shannon K	Substitute	-	-	67.00	67.00
Walker, Robin V	HS Teacher	101,698.34	2,500.00	21,232.56	125,430.90
Walker, Samantha N	Substitute	-	-	315.00	315.00
Wall, Lauren J	Ed Assistant	34,409.00	1,000.00	0.00	35,409.00
Wallace, Danielle M	Substitute	-	-	54.00	54.00
Wallace, Marjorie A	WES Teacher	9,450.03	-	696.00	10,146.03
Wallen, Susan A	Payroll & Benefits Coord	54,373.00	-	0.00	54,373.00
Walsh, Anna K	Summer School	3,155.60	-	0.00	3,155.60
Walsh, Lynn	Substitute	-	-	6,501.00	6,501.00
Walters, Davis	Coach	-	-	2,464.00	2,464.00

Name	Position	Base Earnings	Longevity & Lexington	All Other	Grand Total
Walther Hayes, Anne M	Substitute	-	-	899.50	899.50
Ward, Priscilla M	HS Teacher	79,702.38	-	1,422.00	81,124.38
Warren, Nancy J	Cafeteria Manager	30,308.80	-	532.80	30,841.60
Warren, Patricia A	MS SN Teacher	73,714.51	-	3,699.00	77,413.51
Watkins, Jennifer W	Gymnastics Coach	-	-	3,999.00	3,999.00
Watson, Faye A	ED Assistant	6,804.90	-	1,166.50	7,971.40
Watson, Jennifer	Speech Lang. Pathologist	45,010.36	-	0.00	45,010.36
Weeks, Madison C	Summer School Teacher	866.71	-	0.00	866.71
Weller, Sara J	Substitute	-	-	201.00	201.00
Wentz, Charles R	Community Education	360.00	-	0.00	360.00
White, Brian M	Guidance Counselor	83,126.51	-	5,777.67	88,904.18
White, Gregory R	HS Teacher	65,092.86	-	252.00	65,344.86
Wilbers, Liesel H	Substitute	-	-	899.08	899.08
Wiley, Kerry	MS Ed Assistant	34,409.00	1,200.00	322.00	35,931.00
Wilkinson, Robert H	Access Teacher&Coach	15,008.00	-	322.00	15,330.00
Williams, Shelby E	Guid Coun/ Soc Work	70,854.95	-	3,476.57	74,331.52
Wilson, Alana G	WES SN Teacher	14,353.29	-	0.00	14,353.29
Wirtz, Meridith A	HS Guidance Counselor	67,628.96	-	5,361.63	72,990.59
Worth, Maurice	Substitute	-	-	1,680.00	1,680.00
Wright, Laura C	Teacher	10,557.42	-	0.00	10,557.42
Wright, Philip	HS Teacher	80,287.38	-	0.00	80,287.38
Yelle, Wendy E	Coach	-	-	5,583.00	5,583.00
Young, Barbara J	Secretary	10,245.19	550.00	0.00	10,795.19
Young, Jennifer A	HS Caf Worker	-	-	1,862.04	1,862.04
Youngman, Lori M	OES SN Teacher	1,816.00	-	0.00	1,816.00
Zawadzkas, Jane F	HS Teacher	-	2,500.00	0.00	2,500.00
Zzvonchui, Aza V	Summer School	515.20	-	0.00	515.20
TOTAL NAUSET REGION		**17,458,280.48**	**167,579.00**	**970,191.00**	**18,596,600.61**

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TELEPHONE LISTING & OFFICE HOURS

POLICE – EMERGENCY – 2550 State Highway 911
Non Emergency 508-255-2727
Animal Control Officer 508-255-0551

FIRE – EMERGENCY - 2520 State Highway 911
Non Emergency 508-255-2324

TOWN HALL (for all departments) 2500 State Highway 508-240-5900
Administration ..... Ext. 206
Assessing ..... Ext. 212
Accounting ..... Ext. 209
Town Clerk/Registrar Ext.223
Treasurer/Collector Ext.218
Buildings & Maintenance ..... Ext. 235
Beach & Recreational Services Ext.238
Building Dep Ext.231

Most offices of the Town are open from 8:00 a.m. ~ 4:00 p.m. with exceptions as noted:
Inspector of Buildings: Monday through Friday 7:30 a.m. ~ 3:00 p.m. Ext.202
Wiring Inspector: Available in Bldg. Dept. M ~ W ~ F 8:00~8:30 a.m Ext.291
Plumbing/Gas Inspector: Available in Bldg. Dept. Tu ~ Thu 7:30 ~ 8:30 a.m. ..... Ext 290

Deputy Tax Collector, 76 Falmouth Rd, Hyannis 508-790-3443
Council on Aging, 1405 Nauset Rd, Sandy Szedlak, Director 508-255-6164
Library, 190 Samoset Rd 508-240-5950
Natural Resources/Conservation Commission, 555 Old Orchard Road 508-240-5972
Public Works Dept., 555 Old Orchard Road 508-240-5973
Transfer Station, 255 Old Orchard Road 508-240-5970
Hours of Operation are Saturday through Wednesday ..... 7:30 a.m. ~ 3:30 p.m.
Schools/ Eastham Elementary School, 200 Schoolhouse Road 508-255-0808
Nauset Regional High School, 100 Cable Road 508-255-1505
Nauset Regional Schools, 78 Eldredge Parkway, Orleans 508-255-8800
Veteran's Services, 66 Falmouth Road, Hyannis 508-778-8740

BOARD OF SELECTMEN meets at the Eastham Town Hall in the Earle Mountain meeting room regularly the first and third Monday of the month at 5:00 p.m. and as posted on the Town Hall entrance bulletin board.